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From: Ilya S.
To: HR, PHRC Regs Public Comment
Subject: [External] Fwd: Proposed Rule to Extend Nondiscrimination Protections to Companies with 4 Employees
Date: Friday, April 15, 2022 9:09:47 AM

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From: Ilya S. <ilusha88@gmail.com>
Date: Fri, Apr 15, 2022 at 9:03 AM
Subject: Proposed Rule to Extend Nondiscrimination Protections to Companies with 4 Employees
To: <hrregscomment@pa.gov>

The smaller the firm and the more esoteric are the reasons for hiring or terminating employment. Small businesses are not going to be able to paper these decisions and they are liable to really suffering from litigiousness. This is a bad rule.

It also encourages small businesses who are vaguely aware of the increased liability to hiring to just hire from family and friends instead. LGBTQ+ people in general will be worse off.

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MAY 11 2022

**Independent Regulatory
Review Commission**