

3339

**From:** [miansen@1791.com](mailto:miansen@1791.com)  
**To:** [HR, PHRC Regs Public Comment](#)  
**Subject:** [External] IRRR 3339 Protected classes by PHRC  
**Date:** Monday, May 2, 2022 8:42:29 PM

---

***ATTENTION:** This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to [CWOPA\\_SPAM@pa.gov](mailto:CWOPA_SPAM@pa.gov).*

**IRRC 3339 Protected classes by PHRC**

**For race definitions**

Many of these definitions are vague and subjective and very much open to interpretation making it impossible to understand what could possibly count as discrimination making living under these laws tedious and stressful, never knowing what could be perceived as discrimination.

**Ethnic characteristics - by whose judgement?**

**Interracial marriage or association - what is meant by association?? - to what extent interracial marriage ? white-black, white-asian, black-middle eastern, asian-black, asian-middle eastern, white-middle eastern...how / what discrimination are we talking about? Where is the public need for such demonstrated?**

**Traits historically associated with race - again very subjective and looking for problems - are we talking "ownership" where people of one race acting/presenting in way some perceive as "trait historically associated with another race" get accused of discrimination ?? Again where is the public need for this ? Are we not risking actually creating more problems?**

**Persons of Hispanic national origin or ancestry - are these not covered in race, ethnic groups? Why a whole separate group that some people who can be classified in this broader group don't care for? Why are we forcing this definition ?**

**Persons of any other national origin or ancestry as specified in a PHRA complaint?**

How vague and undefined it this? This could cover literally anything and certainly does not rise to any evidence of problems necessarily rising to civil rights protection status as separate entity.

**RECEIVED**

MAY 11 2022

**Independent Regulatory  
Review Commission**