



Summer 2025

FOCUS

ON HUMAN RIGHTS

Prince William County Human Rights Office Newsletter

Understanding the Differences: PW Human Rights, the EEOC and Dept of Labor: Hour & Wage Division

Navigating employment rights and workplace issues often involves multiple agencies, each with its own scope and authority. Three key entities are the Prince William Human Rights Office, the Equal Employment Opportunity Commission (EEOC), and the Department of Labor's Wage & Hour Division. Here's a brief overview of how they differ:

Prince William Human Rights Office

This local agency handles employment and housing discrimination complaints within Prince William County, Virginia. It enforces the Human Rights Ordinance, the Virginia Human Rights Act, and Title VII which prohibits discrimination based on race, gender, religion, national origin, and other protected classes. The office offers local mediation and investigation services and aims to resolve issues at the community level.

Equal Employment Opportunity Commission (EEOC)

The EEOC is a federal agency responsible for enforcing federal laws that prohibit employment discrimination across the United States. It covers issues such as race, sex, age, disability, and religion discrimination under laws like Title VII of the Civil Rights Act, the ADA, and the ADEA. The EEOC investigates complaints, mediates disputes, and can file lawsuits on behalf of individuals or groups.

Department of Labor – Wage & Hour Division

This federal division enforces laws related to workplace wages and hours, including the Fair Labor Standards Act (FLSA). It ensures workers are paid legally required wages, including minimum wage and overtime pay, and that workers are not subjected to unpaid work or illegal employment practices. It also enforces child labor laws and tracks compliance with labor standards.

“Overcoming Challenges: Supporting Employment Rights” Webinar

On September 18, 2025, our office hosted a one-hour session, where we learned about employment barriers faced by people with mental health disabilities, their legal rights and protections, and available resources. It was a great opportunity for anyone interested in promoting fair and equitable workplaces.

Department of Labor: Track your Hours App

The DOL has an app available to the public to help track regular work hours, break time and overtime hours. The App is free for iOS and Android. It's available in English and Spanish.

Supporting Employees with Mental Health Conditions

People living with mental health conditions face unique workplace challenges, including stigma, misunderstandings, and limited access to accommodations. These barriers can restrict job opportunities, hinder retention, and impact overall well-being. To foster inclusive environments, understanding rights under the Americans with Disabilities Act (ADA) is essential. Strategies such as disability awareness training, creating safe disclosure environments, and educating about affordable accommodations can promote support. Addressing biases in hiring through diverse recruitment methods and promoting flexible work options can expand opportunities. Providing accessible transportation, childcare assistance, and training programs further supports employees. Additionally, establishing mentorship and clear career paths enhances retention and growth. Clarifying misconceptions about Social Security benefits through consultations encourages employment. By collectively working to remove these obstacles, workplaces can become more diverse, equitable, and supportive, ensuring everyone has the opportunity to thrive. For more information or if you need additional assistance, please contact Community Services: Supported Employment Program.

Resources

Health Insurance: [Virginia Healthcare Foundation](#) has a list of resources, to include Insurance, Dental, Medication Access and Scholarship for Nurse Practitioners.

Employment: [PWC Employment Opportunities](#); [Dept of Workforce Development](#); Dept of Social Services- [Employment Programs](#)

Transportation: [OmniRide](#) has programs for PWC residents.

Public Assistance: [The Dept of Social Services](#) has a number of programs available such as Medical, Food, Financial, Energy and Child Care Subsidies.

Mental Health: [Dept of Community Services](#)

Education & Training: [DAR Vocational Rehabilitation Program](#); [Virginia CareerWorks](#)

Employment Supports: [Supported Employment Program](#)

For Federal Employees: PWC has a list of Resources available for those residents affected by the Federal Workforce Actions: [Resources for Residents Impacted by Federal Workforce Actions](#)

In the News

Federal Government- There have been several changes in Employment on the Federal level including [H-1B Visas](#), [Workforce Training, 401K](#), and [Gig-workers Protections](#). Also, changes in [discrimination and federal funding](#).

State Government- [VA. Employment & Child Labor: HB1667, HB2401, SB1218](#) – On July 1, 2025, there were 3 legislative bills that went into effect. These over Work-Study programs for minors and protections for children in online content creation. Senate Bill 1218 amends Virginia law to prohibit noncompete agreements with low-wage employees, now including those entitled to overtime under the FLSA.

For more information on Anti-Discrimination laws and ordinances you may visit the **Prince William Human Rights** office at: www.pwcva.gov/human-rights

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