



Fall 2025

Prince William County Human Rights Office Newsletter

FOCUS

ON HUMAN RIGHTS

A Guide to Your Employment Rights as a Military Veteran

Veterans and active-duty service members have important legal protections that help ensure fair treatment and equal opportunities in civilian employment. Several federal laws are designed to protect your rights, prevent discrimination, and support your transition from military to civilian work.

USERRA (Uniformed Services Employment and Reemployment Rights Act) is a key law that prohibits civilian employers from discriminating against individuals based on their current or past military service. It guarantees that service members, including National Guard and reservists, who leave their civilian jobs to perform covered military duties are entitled to prompt reemployment with their original employer. They must be reinstated with the same seniority, status, and pay they would have received if they had remained continuously employed. To qualify, service members must meet certain criteria: they must have notified their employer about their leave, served five years or less (with some exceptions), and returned within the appropriate timeframes after duty.

VEVRAA (Vietnam Era Veterans' Readjustment Assistance Act) prohibits federal contractors and subcontractors from discriminating against protected veterans, including disabled veterans, recently separated veterans, and wartime veterans. It also requires these employers to take affirmative steps to recruit, hire, promote, and retain veterans, creating more employment opportunities for those who have served.

VEOA (Veterans Employment Opportunity Act) improves veterans' access to federal jobs. It allows eligible veterans to apply for positions under merit promotion systems, which are usually open only to current federal employees, and provides a system for redress if veterans' rights are violated. To qualify, veterans must be preference-eligible or have served at least three years of active duty honorably.

FMLA (Family & Medical Leave Act) offers eligible employees up to 12 weeks of unpaid, job-protected leave per year for family or medical reasons. This includes extended leave for deployment-related issues or caring for wounded service members. Military caregivers can get up to 26 weeks of leave in a single year to support injured veterans.

Virginia law also provides unpaid military leave, protections against discrimination, and reemployment rights for members of the Virginia National Guard and Defense Force. Civil Air Patrol volunteers are entitled to leave for emergency training or missions without losing benefits.

Veterans and service members should keep detailed documentation of military leave and employment actions. Know your rights and how to assert them — resources like Prince William Human Rights, VETS, EEOC, OFCCP, and CRT are available to assist you in case of workplace discrimination or violations of your employment protections.

[Prince William Human Rights](#) / [US Dept of Labor Federal Contract Compliance \(For VEVRAA Complaints\)](#) / [US Dept of Labor Veterans's Employment & Training Service \(For USERRA Claims\)](#) / [disAbility Law Center of Virginia](#)

"Standing Together: Addressing Veteran Discrimination in PWC" Webinar

On Tuesday, December 16, we hosted the impactful webinar, "Standing Together: Addressing Veteran Discrimination in Prince William County." Attendees learned about veteran discrimination issues and the legal protections available to veterans. The session highlighted how courts are addressing these challenges through the Veterans Docket, providing specialized support for veteran cases. We also shared valuable resources available within the county to assist veterans in overcoming discrimination and accessing necessary services. Thank you to everyone who participated in this important discussion. We remain committed to supporting our veterans and promoting equity within our community.

Human Rights Commission Adopts Veterans Day Resolution

On October 9, 2025, the Prince William Human Rights Commission unanimously adopted a resolution to declaring, affirming and, recognizing November 11, 2025 as Veterans Day.

Resources

- Agency on Aging: [Veteran Directed Services](#)
- Veterans Assistance VDC Program: [VA.gov Home | Veterans Affairs](#)
- Wills for Vets: in partnership with [PWC Bar Association- Pro-Bono Committee](#)
- [VETS Transportation](#)
- VA Department of Veteran Services: www.dvs.virginia.gov
- NOVA Vets: www.novavets.org
- Willing Warriors: www.willingwarriors.org
- Prince William Veterans Commission: [Programs & Resources](#)

PW Veterans Treatment Docket: Supporting our Veterans

Prince William County offers the Veterans Treatment Docket (VTD), a specialized program designed to assist military veterans involved in the criminal justice system. Recognizing the unique challenges faced by many veterans, including mental health issues, trauma, and substance abuse, the VTD provides a tailored approach focused on rehabilitation and support. Participants in the program are connected with treatment services, counseling, and community resources to address underlying issues related to their legal situations. Additionally, the VTD includes a mentor program, where experienced mentors provide guidance, encouragement, and support throughout the process—helping veterans navigate their recovery and reintegration.

The goal of the VTD is to promote healing, reduce recidivism, and support successful community reintegration. The program emphasizes collaboration among the courts, treatment providers, and community organizations to ensure veterans receive comprehensive care. Participation is voluntary, and successful completion can lead to charges being dismissed or reduced, offering veterans a second chance.

This initiative demonstrates Prince William County's commitment to providing effective, tailored justice solutions that meet the specific needs of service members, fostering healthier lives and stronger communities.

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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