

MARGARET H. ZHANG

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ACADEMIC APPOINTMENT

Rutgers Law School

Visiting Assistant Professor / Equity and Inclusion Fellow

Camden, NJ

2022–present

EDUCATION

University of Pennsylvania Law School

J.D., *cum laude*

Philadelphia, PA

2015

Honors: Award for Extraordinary Pro Bono Service and Professor C. Edwin Baker
Award (for exceptional pro bono service)
Silverman-Rodin Scholarship and Dean's Scholarship (merit-based
scholarships for academic achievement and leadership)
Online Executive Editor, *University of Pennsylvania Law Review*

Activities: Supreme Court Clinic
Custody and Support Assistance Clinic (student-run nonprofit pro bono
project)

University of Michigan

Bachelor of Music in Piano Performance, with Highest Honors

Ann Arbor, MI

2010

Honors: National Merit Scholar
James B. Angell Scholar (awarded for consistent academic excellence)
William J. Branstrom Freshman Prize (for freshmen in top 5% of class)

PUBLICATIONS

Setting Up Rights Under Workplace Equity Laws (work in progress).

[*Pregnant Workers and the Climate Crisis*](#), 91 TENN. L. REV. (forthcoming 2024) (job talk paper).

Case Note, [*Susan B. Anthony List v. Driehaus and the \(Bleak\) Future of Statutes that Bar False Statements in Political Campaigns*](#), 164 U. PA. L. REV. ONLINE 19 (2015).

Comment, [*Special Domestic Violence Criminal Jurisdiction for Indian Tribes: Inherent Tribal Sovereignty versus Defendants' Complete Constitutional Rights*](#), 164 U. PA. L. REV. 243 (2015).

TEACHING INTERESTS

Primary: Employment Discrimination (currently teaching), Employment Law,
Civil Procedure, Constitutional Law, Torts, Federal Courts

Secondary: Reproductive Justice, Public Health Law, Women and the Law, Administrative
Law, Legal Research and Writing, Contracts, Professional Responsibility

Last updated November 2023

JUDICIAL CLERKSHIPS

United States Court of Appeals for the Third Circuit <i>Law Clerk to Judge Cheryl Ann Krause</i>	Philadelphia, PA 2016–2017
United States District Court for the District of Columbia <i>Law Clerk to Judge Rudolph Contreras</i>	Washington, DC 2015–2016

SELECTED OTHER EXPERIENCES

University of Pennsylvania Carey Law School <i>Interim Associate Director for Equity & Inclusion</i>	Philadelphia, PA 2022
Women’s Law Project <i>Staff Attorney</i> <i>University of Pennsylvania Law Review Public Interest Fellow</i>	Philadelphia, PA 2018–2021 2017–2018
O’Melveny & Myers <i>Summer Associate</i>	Washington, DC 2014
University of Pennsylvania Law School <i>Research Assistant to Professor Catherine Struve</i>	Philadelphia, PA 2013
City of Philadelphia Commission on Human Relations <i>Legal Intern</i>	Philadelphia, PA 2013
Fournier Law Firm, LLC <i>Legal Assistant</i>	New Haven, CT 2011–2012
Integrated Refugee & Immigrant Services (IRIS) <i>Volunteer Coordinator</i>	New Haven, CT 2010–2011
AmeriCorps: Public Allies Connecticut <i>Public Ally (AmeriCorps Member)</i>	New Haven, CT 2010–2011

AMICUS BRIEFS AND SELECTED LITIGATION

[*Hall v. Millersville University*, 22 F.4th 397 \(3d Cir. 2022\)](#). Co-author of an [amicus brief](#) that [successfully](#) supported protections under Title IX of the Education Amendments of 1972 for victims of dating violence.

[*Victory v. County of Berks*, 789 F. App’x 328 \(3d Cir. 2019\)](#). Co-author of an [amicus brief](#) that [supported](#) constitutional equal protection claims arising from inequitable housing and treatment of [incarcerated women](#) at Berks County Jail.

[*Wible v. School District of Philadelphia*, No. 1392 CD 2018](#) (Pa. Commw. Ct. May 22, 2019). Co-author of an [amicus brief](#) supporting protections under the Pennsylvania Human Relations Act for survivors of school sexual harassment.

E.D. v. Sharkey, 928 F.3d 299 (3d Cir. 2019). Co-author of an [amicus brief](#) that [successfully](#) supported [constitutional claims](#) arising from an immigrant detainee’s [sexual assault while in detention](#).

Commonwealth v. Dischman, 195 A.3d 567 (Pa. Super. Ct. 2018). Co-author of an [amicus brief](#) that [successfully](#) supported dismissal of the felony charge of aggravated assault of a fetus, arising from the defendant’s substance use while pregnant.

Threets v. UPMC Presbyterian Hospital, No. GD-15-022369 (Pa. C.C.P. Allegheny Cty.). Disparate-treatment and disparate-impact pregnancy discrimination suit.

GOVERNMENT SUBMISSIONS

Comment on Regulations to Implement the Pregnant Workers Fairness Act (Oct. 10, 2023), <https://www.regulations.gov/comment/EEOC-2023-0004-97910>.

Women’s Law Project, Comment Letter on Proposed Updated Compliance Manual on Religious Discrimination (with Kimberly Kelly & Amanda Smith) (Dec. 17, 2020), https://downloads.regulations.gov/EEOC-2020-0007-0043/attachment_1.pdf.

OP-EDS

Opinion, [A New Law Can Help Some Pregnant Workers with Climate Crisis–Level Heat This Summer](#) (with Allison Jones), PA. CAPITAL-STAR (June 16, 2023), <https://www.penncapital-star.com/commentary/a-new-law-can-help-some-pregnant-workers-with-climate-crisis-level-heat-this-summer-opinion>.

Opinion, [It’s Time for Pa. Lawmakers to Stop Punishing Working Mothers and Their Babies](#) (with Tara Murtha), PA. CAPITAL-STAR (Aug. 13, 2020), <https://www.penncapital-star.com/commentary/its-time-for-pa-lawmakers-to-stop-punishing-working-mothers-and-their-babies-opinion>.

Opinion, [How Pregnancy Discrimination Happens Today](#), PENNLIVE.COM (Oct. 22, 2019, 8:09 AM), <https://www.pennlive.com/opinion/2019/10/how-pregnancy-discrimination-happens-today-opinion.html>.

With Title IX Enforcement Uncertain, an Alternate Avenue for Relief for Pennsylvania (with Tara Murtha), THE FORUM: THE TRI-STATE SCHOOL STUDY COUNCIL NEWSLETTER (Univ. of Pittsburgh, Pittsburgh, Pa.), Spring/Summer 2019, at 4.

How Solo, Small Firms Can Be Model Employers, PHILA. BAR REPORTER (Phila. Bar Ass’n, Phila., Pa.), Nov. 2018, at 13.

Pregnancy Means Job Loss for Some Women: What Medical Providers Can Do About It, OBSTETRICAL SOC’Y OF PHILA. NEWSLETTER (Obstetrical Soc’y of Phila., Phila., Pa.), Dec. 2017, at 12.

SELECTED MEDIA COVERAGE

Quoted in Joseph O’Sullivan, *New Mothers Can Stay with Their Babies at This Washington Prison*, CROSSCUT (Nov. 8, 2023), <https://crosscut.com/politics/2023/11/new-mothers-can-stay-their-babies-washington-prison>.

Quoted in Dustin Petzold, *Supreme Influence: The High Court in Modern America*, RUTGERS UNIVERSITY–CAMDEN (Spr. 2023), <https://stories.camden.rutgers.edu/supreme-influence/index.html>.

Quoted in Samantha York, *College Freshman’s Death Highlights Importance of Title IX on Campus*, CBS 21 NEWS (Jan. 25, 2022), <https://local21news.com/news/local/millersville-students-death-highlights-importance-protecting-students-on-campus>.

Quoted in Ellie Silverman, *Many Pregnant Workers and New Mothers Were Left Out of COVID-19 Aid*, PHILA. INQUIRER (May 25, 2021), <https://www.inquirer.com/health/coronavirus/pregnant-covid-workers-childcare-families-philadelphia-20210525.html>.

Quoted in Aubrey Whelan, *The COVID-19 Vaccine Wasn’t Tested in Pregnancy, but Experts Say It’s Still Worth Considering if You’re Expecting*, PHILA. INQUIRER (Dec. 14, 2020), <https://fusion.inquirer.com/health/coronavirus/pregnancy-covid-vaccine-healthcare-workers-20201214.html>.

Quoted in Justine McDaniel, *A Rising Number of Pregnant Women in Pa. Report Workplace Discrimination, While Other States Pass Laws to Prevent It*, PHILA. INQUIRER (Nov. 18, 2019, 5:00 AM), <https://www.inquirer.com/news/pregnancy-discrimination-pregnant-workers-fairness-act-pennsylvania-women-workplace-20191118.html>.

Quoted in Justine McDaniel, *In Pa., Pregnant, Pushed Aside*, PHILA. INQUIRER, Nov. 18, 2019, at A1, A6.

Quoted in Sarah Anne Hughes, *Advocates Want Pa. to Update its Equal Pay Act by 2020. It Will Take More to Close the Gender Wage Gap*, PA. CAPITAL-STAR (Apr. 19, 2019), <https://www.penncapital-star.com/civil-rights-social-justice/advocates-want-pa-to-update-its-equal-pay-act-by-2020-it-will-take-more-to-close-the-gender-wage-gap>.

Quoted in Rory Fleming, *Pennsylvania Prosecutors Brought 186 Drug-Induced Homicide Charges in 2017*, FILTER (Dec. 6, 2018), <https://filtermag.org/pennsylvania-prosecutors-brought-186-drug-induced-homicide-charges-in-2017/>.

Quoted in Leighanna Shirey, *Sexual Assault Reported at ICE Asylum Center*, CITIZEN TRUTH (Nov. 13, 2018), <https://citizentruth.org/sexual-assault-reported-at-ice-asylum-center>.

Quoted in Marie McCullough, *In the Opioid Epidemic, Breastfeeding Emerges as a Possible Crime*, PHILA. INQUIRER (July 24, 2018, 4:33 PM), <https://www.inquirer.com/philly/health/addiction/in-the-opioid-epidemic-breastfeeding-emerges-as-a-possible-crime-20180724.html>.

SELECTED PRESENTATIONS, PANELS, AND TESTIMONY

Setting Up Rights Under Workplace Equity Laws

- Association of American Law Schools (AALS) Employment Discrimination Law Section Summer Workshop (August 17, 2023)
- Association of American Law Schools (AALS) Disability Law Section Works-in-Progress Workshop (July 10, 2023) (under previous title *Workplace Equity Transaction Costs*)

Pregnant Workers and the Climate Crisis

- Wayne State University Law School (November 29, 2023) (scheduled to present)
- Widener University Delaware Law School (November 17, 2023) (scheduled to present)
- American Public Health Association (APHA) Annual Conference (November 14, 2023) (scheduled to present)
- Chicago-Kent College of Law (November 7, 2023)
- Northeastern University School of Law (November 2, 2023)
- St. John's University School of Law (October 17, 2023)
- Rutgers Law School (October 11, 2023)
- Indiana University Robert H. McKinney School of Law (September 28, 2023)
- Reproductive Rights / Reproductive Justice Roundtable (August 25, 2023)
- Rutgers Law School Junior Faculty Workshop (May 15, 2023)

Presentations and panels on pregnancy and postpartum rights to lawyers, law students, and advocates

- Rutgers Law School (November 2, 2022)
- Drexel University Thomas R. Kline School of Law (February 17, 2022; February 18, 2021; February 12, 2020; March 26, 2019; October 16, 2018)
- Philadelphia Bar Association Continuing Legal Education (June 22, 2020; September 25, 2018)
- Pennsylvania Association of Staff Nurses and Allied Professionals (November 8, 2019)
- Stoneleigh Foundation and Maternity Care Coalition (April 4, 2019)
- Youth Justice Project, Community Legal Services of Philadelphia (December 20, 2018)

Presentations on pregnancy and postpartum rights to doctors, medical students, and healthcare professionals and paraprofessionals

- Sidney Kimmel Medical College, Thomas Jefferson University (August 20, 2021; April 30, 2021; March 12, 2021; August 14, 2020; October 25, 2019; August 16, 2019; March 21, 2019; January 25, 2019; September 7, 2018; July 20, 2018; April 6, 2018)
- Community Breastfeeding Task Force, Maternity Care Coalition and Philadelphia Department of Public Health (March 12, 2020)
- Neighborhood Resources Group, Philadelphia Department of Public Health (September 13, 2019)
- Healthy Start Pittsburgh Annual Symposium (May 6, 2019)
- Thomas Jefferson University Hospital (October 18, 2018)
- LifeCycle WomanCare (September 27, 2018)
- Temple University Hospital (August 8, 2018)

- Thomas Jefferson University Hospital (August 1, 2018; April 19, 2018)
- Philadelphia Department of Public Health Conference (June 1, 2018)
- Congreso de Latinos Unidos, Inc. (December 14, 2017)

Know-your-rights presentations on gender equality, pregnancy, and postpartum rights

- Center for Women, National Center for Jewish Women—Pittsburgh (October 13, 2020)
- Healthy Start Center for Urban Breastfeeding, Healthy Start Pittsburgh ([August 5, 2020](#))
- General George A. McCall School, Philadelphia (February 15, 2019)
- LifeCycle WomanCare (October 20, 2018)
- Breastfeeding and Pumping Mothers Group, Thomas Jefferson University Hospital (August 7, 2018)
- Communities in Schools of Philadelphia, Inc. (August 8, 2018)
- Turning Points for Children (May 9, 2018)
- Jewish Family and Children’s Service of Greater Philadelphia (eight presentations at local schools, December 19, 2017–April 30, 2018)

Adequate Solutions in Addressing the Specific Needs of Incarcerated Women: Hearing on Phila. City Council R. 190090 Before the Special Comm. on Criminal Justice Reform (Oct. 25, 2019) (provided testimony).

PROFESSIONAL ASSOCIATIONS

American Public Health Association (2023–present).

Association of American Law Schools (2022–present).

Philadelphia Bar Association (2018–present).

Leadership: Chair, Public Interest Law Day planning committee (2019–2022)

Award: Public Interest Section “Bar Star” (2019)

WORKING GROUPS AND COALITIONS

Steering Committee Member, Organizing Voices for Action (OVA), interdisciplinary coalition providing coordinated action to implement recommendations put forward by the Philadelphia Maternal Mortality Review Committee (2020–2021).

Participant and Steering Committee Member, Coalition for Lactation-Friendly Schools, an advocacy coalition seeking to strengthen lactation accommodations for lactating students in schools (2018–2021).

Participant and State Road Partnerships Subcommittee Member, Incarcerated Women’s Working Group, convened by ACLU-PA and Community Legal Services (2018–2021).

BAR ADMISSIONS

United States Court of Appeals for the Third Circuit; Pennsylvania.

REFERENCES

Katie Eyer

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**Fall 2023:*

*Visiting Professor of Law
University of Chicago Law School*

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