

MARGARET H. ZHANG

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ACADEMIC APPOINTMENT

Rutgers Law School Camden, NJ
Visiting Assistant Professor / Equity and Inclusion Fellow 2022–present

EDUCATION

University of Pennsylvania Law School Philadelphia, PA
J.D., *cum laude* 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*

University of Michigan Ann Arbor, MI
Bachelor of Music in Piano Performance, with Highest Honors 2010

JUDICIAL CLERKSHIPS

United States Court of Appeals for the Third Circuit Philadelphia, PA
Law Clerk to Judge Cheryl Ann Krause 2016–2017

United States District Court for the District of Columbia Washington, DC
Law Clerk to Judge Rudolph Contreras 2015–2016

SELECTED OTHER EXPERIENCES

University of Pennsylvania Carey Law School Philadelphia, PA
Interim Associate Director for Equity & Inclusion 2022

Women’s Law Project Philadelphia, PA
Staff Attorney 2018–2021
University of Pennsylvania Law Review Public Interest Fellow 2017–2018

ACADEMIC PUBLICATIONS

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

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).

ADDITIONAL WRITING

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.

LITIGATION

Hall v. Millersville University, No. 19-3275 (3d Cir. Jan. 11, 2022). Co-author, with Public Justice and the Women's Law Project's Terry Fromson and Sophia Elliot, 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, with the Women's Law Project's Amal Bass, 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, with Education Law Center-PA and the Women's Law Project's Terry Fromson, 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, with ACLU of Pennsylvania, ACLU National Prison Project, ACLU Women's Rights Project, and Matthew Stiegler, 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, with the Women's Law Project's Christine Castro, Susan Frietsche, and Mica Williams, 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.). Co-counsel with Amal Bass and attorneys from Stember Cohn & Davidson-Welling. Disparate-treatment and disparate-impact pregnancy discrimination suit.

MEDIA

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>.

Featured in Rutgers Law School, *Meet the Inaugural Rutgers Law Equity and Inclusion Fellows* (Dec. 6, 2022), <https://law.rutgers.edu/news/meet-inaugural-rutgers-law-equity-and-inclusion-fellows>.

Featured in Taylor Pacheco, *First, but Not the Last: Margaret Zhang*, HOUSTON’S LEGACY (Fall 2022), <https://www.pabar.org/public/committees/min01/pubs/newsletters/2022/Houston'sLegacyFall2022.pdf>.

Featured in Rutgers Law School, *First-Year Law Students Begin Rutgers Law School Journey* (Aug. 25, 2022), <https://law.rutgers.edu/news/first-year-law-students-begin-rutgers-law-school-journey>.

Featured in Dustin Petzold & Alina O’Donnell, *Rutgers University–Camden Welcomes 18 New Faculty for 2022–23 Academic Year*, RUTGERS UNIVERSITY–CAMDEN (Aug. 8, 2022), <https://stories.camden.rutgers.edu/new-faculty-fall22/index.html>.

Featured in University of Carey Pennsylvania Law School, *Advocating for Women’s Rights at the University of Pennsylvania Carey Law School* (Mar. 8, 2022), <https://www.law.upenn.edu/live/news/14544-advocating-for-womens-rights-at-the-university-of>.

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>.

Interviewed (with Sophia Elliot) in Tara Murtha, *Five Questions about Lactation & Breastfeeding Rights with WLP Attorneys Margaret Zhang and Sophia Elliot*, WOMEN’S LAW PROJECT (Aug. 30, 2021), <https://www.womenslawproject.org/2021/08/30/five-questions-about-lactation-breastfeeding-rights-with-wlp-attorneys-margaret-zhang-and-sophia-elliott>.

Featured in University of Pennsylvania Carey Law School, *Margaret Zhang L’15 Advocates for Pregnancy and Lactation Rights at the Women’s Law Project* (Aug. 23, 2021), <https://www.law.upenn.edu/live/news/13880-margaret-zhang-115-advocates-for-pregnancy-and>.

Contributor to Amal Bass & Susanna Greenberg, *Ease the Overwhelming Burden on Families During Pregnancy and Early Parenting*, PHILA. INQUIRER (July 14, 2021), <https://www.inquirer.com/opinion/commentary/family-leave-pennsylvania-pregnant-workers-covid-19-20210714.html>.

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 Tara Murtha, *WLP Files Brief in Title IX Case Arguing Dating Violence is a Form of Sex-Based Harassment*, WOMEN'S LAW PROJECT (Mar. 9, 2021), <https://www.womenslawproject.org/2021/03/09/wlp-files-brief-in-title-ix-case-arguing-dating-violence-is-a-form-of-sex-based-harassment>.

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 Tara Murtha, *Just in: WLP Files Brief Supporting Women Incarcerated in Berks County Prison*, WOMEN'S LAW PROJECT (Aug. 20, 2019), <https://www.womenslawproject.org/2019/08/20/just-in-wlp-files-brief-supporting-women-incarcerated-in-berks-county-prison>.

Quoted in Tara Murtha, *Victory: Court Rules in Berks Detention Center Case in Favor of Rights of Immigrant Detainees*, WOMEN'S LAW PROJECT (July 2, 2019), <https://www.womenslawproject.org/2019/07/02/victory-court-rules-in-berks-detention-center-case-in-favor-of-rights-of-immigrant-detainees>.

Quoted in Tara Murtha, *Tammy Jackson and Supporting Dignity for All Incarcerated Women*, WOMEN'S LAW PROJECT (July 1, 2019), <https://www.womenslawproject.org/2019/07/01/tammy-jackson-and-supporting-dignity-for-all-incarcerated-women>.

Quoted in Tara Murtha, *WLP Files Brief in Landmark School Bullying & Harassment Case*, WOMEN'S LAW PROJECT (May 23, 2019), <https://www.womenslawproject.org/2019/05/23/wlp-files-brief-in-landmark-school-bullying-harassment-case>.

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/2018/12/06/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 Tara Murtha, *WLP Argues Berks Family Residential Center is Responsible for Sexual Abuse of Detainees*, WOMEN'S LAW PROJECT (Nov. 8, 2018), <https://www.womenslawproject.org/2018/11/08/wlp-argues-berks-family-residential-center-is-responsible-for-sexual-abuse-of-detainees>.

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

Quoted in Women's Law Project, *Fighting the Criminalization of Pregnancy in Pennsylvania*, WOMEN'S LAW PROJECT (June 8, 2018), <https://www.womenslawproject.org/2018/06/08/fighting-the-criminalization-of-pregnancy-in-pennsylvania>.

Interview with University of Pennsylvania Law School, *Penn Law Alumna Works to Protect Pregnant and Breastfeeding Women's Rights in PA* (June 7, 2018), <https://www.law.upenn.edu/live/news/8179-penn-law-alumna-works-to-protect-pregnant-and?preview=1>.

Video Interview with MacArthur Antigua, Senior Director of Alumni Engagement and Cross-Sector Partnerships, Public Allies, #PAAalumLive, *Episode 12* (Apr. 23, 2014), <https://www.youtube.com/watch?v=PIN4KYg84Js>.

Quoted in Greg Johnson, *Penn Law Clinic Aids with Child Custody and Support*, PENN TODAY (Jan. 16, 2014), <https://penntoday.upenn.edu/2014-01-16/features/penn-law-clinic-aids-child-custody-and-support>.

Quoted in University of Pennsylvania Law School, *Penn Law's CASAC Assists Low-Income Clients with Child Custody, Support Issues* (Nov. 25, 2013) (video), <https://www.law.upenn.edu/live/news/2940-penn-law-clinic-students-assist-lowincome-clients>.

PRESENTATIONS, PANELS, AND TESTIMONY

Presentation, *Pregnancy, Lactation, and Title IX*, "Marshall-Brennan Constitutional Literacy Fellowship Program" class (invited by Associate Dean Jill Friedman), Rutgers Law School–Camden, November 2, 2022.

Facilitator, discussion on *Dobbs v. Jackson Women's Health Organization* and the right to privacy, Association for Public Interest Law & Rutgers Women's Law Caucus (Mary Philbrook Week), Rutgers Law School–Camden, November 1, 2022.

Presentations, *Pregnancy and Lactation Accommodations and Discrimination*, “Sex, Gender, and the Law” class (invited by Prof. David. S. Cohen), Drexel University Thomas R. Kline School of Law, February 18, 2021 and February 17, 2022 (with Sophia Elliot).

Presentations, *Pregnancy, Lactation, and the Workplace*, [JeffSTARS](#) Advocacy Cafés, Thomas Jefferson University, August 14, 2020; March 12, 2021; April 30, 2021; and August 20, 2021.

Panelist, *Careers in Reproductive Justice and Women’s Rights*, Penn Law Women’s Association & If/When/How, University of Pennsylvania Carey Law School, November 18, 2020.

Panelist, *Diversity in Chambers—Experiences of Alumni Who Have Clerked*, University of Pennsylvania Law School, October 27, 2020.

Presentation, *Know Your Rights: Pregnancy and Breastfeeding Discrimination and Accommodations*, Center for Women, National Center for Jewish Women—Pittsburgh, October 13, 2020.

Presentation, *Workplace Rights for Pumping Mamas*, Healthy Start Center for Urban Breastfeeding, Healthy Start Pittsburgh, August 5, 2020.

Panelist, *Women in the Workplace*, Philadelphia Bar Association Continuing Legal Education, June 22, 2020.

Presentation, *How to Support Pregnant and Breastfeeding Students and Workers*, Maternity Care Coalition and Philadelphia Department of Public Health, Community Breastfeeding Task Force, March 12, 2020.

Presentation, *Pregnancy and Breastfeeding Accommodations and Discrimination*, “Sex, Gender, and the Law” class (invited by Prof. David. S. Cohen), Drexel University Thomas R. Kline School of Law, February 12, 2020.

Presentation, *How to Support Pregnant and Breastfeeding Workers*, Pennsylvania Association of Staff Nurses and Allied Professionals, November 8, 2019.

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).

Presentations, *Breastfeeding and the Workplace*, [JeffSTARS](#) Advocacy Cafés, Thomas Jefferson University, April 6, 2018; July 20, 2018; September 7, 2018; January 25, 2019; August 16, 2019; and October 25, 2019.

Panelist, *How to Thrive as a Public Interest Lawyer: Practical Advice on How to Make it Work*, University of Pennsylvania Law School, October 25, 2019.

Presentation, *How to Support Pregnant and Breastfeeding Students and Workers*, Philadelphia Department of Public Health, Neighborhood Resources Group, September 13, 2019.

Presentation, *Because She Persisted: Breastfeeding Barriers and Solutions at Work, at School, in Public, and in the Criminal Justice System*, BreastFED: Cultural Humility, Clinical Interventions, and Community-Based Supports, Healthy Start Pittsburgh's Cheryl Squire Flint Annual Cultural Sensitivity Symposium, Monroeville, Pennsylvania, May 6, 2019.

Panelist, *Mothering Behind Bars: Pregnancy and Parenting While Incarcerated*, A Rising Tide: Understanding Incarceration's Multigenerational Impact on Women, Girls, and Communities, Stoneleigh Foundation and Maternity Care Coalition, April 4, 2019.

Panelist, discussion on maternal health and the law, Law Students for Reproductive Justice and Health Law Society, Drexel University Thomas R. Kline School of Law, March 26, 2019.

Presentation (with Julia Youssef), *Becoming a Physician Advocate*, Family and Community Medicine Residency Program, Thomas Jefferson University Hospital, March 21, 2019.

Presentation, *Women's Rights and the Women's Law Project*, Third Grade Class of Lisa Hantman, General George A. McCall School, Philadelphia, February 15, 2019.

Presentation (with Nikki Lee and Maura McInerney), *Pregnant, Breastfeeding, and Parenting Students in the School District of Philadelphia*, [Youth Justice Project](#), Community Legal Services of Philadelphia, December 20, 2018.

Presentations, *Know Your Rights: Pregnancy and Breastfeeding in School and in the Workplace*, [LifeCycle WomanCare](#), October 20, 2018; Breastfeeding and Pumping Mothers Group, Thomas Jefferson University Hospital, August 7, 2018.

Presentation, *Employment and Education Laws for Pregnant and Postpartum Women*, Current Trends in Childbirth Education, Thomas Jefferson University Hospital, October 18, 2018.

Presentation (with Amal Bass), *Pregnancy Discrimination*, "Sex, Gender, and the Law" class (invited by Prof. David. S. Cohen), Drexel University Thomas R. Kline School of Law, October 16, 2018.

Presentations, *How to Help Pregnant and Lactating Patients Get Medically Necessary Accommodations at Work—and Keep Their Jobs*, [LifeCycle WomanCare](#), September 27, 2018; Temple University Hospital, August 8, 2018; Thomas Jefferson University Hospital, April 19, 2018 (two presentations) and [August 1, 2018](#) (two presentations).

Panelist, *Employment Policy Issues that Solo and Small Firms Must Know!*, Philadelphia Bar Association Continuing Legal Education, September 25, 2018.

Presentations, *Pregnant and Breastfeeding Students' Rights*, 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, December 19, 2017–April 30, 2018 (eight presentations); Congreso de Latinos Unidos, Inc., December 14, 2017.

Presentations, *Birth Rights: Laws and Policies Affecting Pregnant and Postpartum Incarcerated Women* and *Because She Persisted: Evolving Rights for Breastfeeding Incarcerated Women*, Philadelphia Department of Public Health conference on “The Incarcerated Mother and the Perinatal Experience,” June 1, 2018.

Panelist, *A Law Review Luncheon: Public Interest Fellows*, University of Pennsylvania Law School, March 29, 2018.

Panelist, *Penn Law Women are Advocates and Activists*, Dean’s Council for Penn Law Women, University of Pennsylvania Law School, February 12, 2018.

ACADEMIC SERVICE

Rutgers Law School (2022–present)

Committee: Health and Wellness (2022–present)

PROFESSIONAL ASSOCIATIONS

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

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).

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).

BAR ADMISSIONS

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