



EQUAL JUSTICE AMERICA

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EJA FELLOWSHIP RECIPIENT



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ORGANIZATION	The Center for WorkLife Law

Update 1: Hi everyone! I am excited to share that I have been selected as an Equal Justice America Fellow!

This summer, I joined the Center for WorkLife Law as a Legal Extern, and I could not be more inspired by the work ahead. For over 25 years, WorkLife Law has been a leading voice strengthening legal rights for pregnant people, family caregivers, and workers who too often have to choose between keeping their job and caring for the people they love. Their work ranges from combating pregnancy and caregiver discrimination, to advancing paid leave policy, to providing direct legal support to workers and students facing discrimination, and I am so honored to be part of their mission.

None of this would be possible without Equal Justice America. EJA funds law students who are passionate about expanding access to justice for the most vulnerable members of our communities, and their support means everything to those of us who want to spend our careers doing this work.

Update 2: I have officially spent a month with the Center for WorkLife Law, and it has been an incredible experience working alongside dedicated attorneys and advocates committed to advancing workplace equity and protecting workers' rights.

Over the past month, I have worked on a variety of research and advocacy projects addressing workplace discrimination, family and medical leave, and other barriers to equal opportunity in the workplace. It has been rewarding to contribute to efforts that promote more equitable workplaces and expand protections for workers across the country.



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Update 3: Working with the Center for WorkLife Law continues to be an incredible experience. Over the past few weeks, I have been involved in efforts to combat pregnancy discrimination in the workplace, helping use the Ending Forced Arbitration Act (EFAA) to give pregnant workers a path around forced arbitration clauses and into court, where they can hold employers accountable for discriminatory treatment.

Update 4: I just wrapped up my summer at Worklife Law, and what an incredible experience it's been!

Over these past weeks, I've learned so much about employment law, from the protections available to pregnant workers, to the ways bias against caregivers shows up in hiring, promotion, and termination decisions, to how advocates translate that research into real policy change and litigation strategy.

This internship has deepened my understanding of how the law can be a tool for protecting working families, and I'm walking away with skills and knowledge I'll carry into the rest of my legal career.

I'm so grateful to Worklife Law for the mentorship and hands-on experience, and to Equal Justice America for making this opportunity possible. Thank you to everyone who has followed along over the past four updates.

Final Reflection: My time at the Center for WorkLife Law has been more formative and influential than I could have imagined. During my time there, I was able to learn from true experts in the legal landscape of paid family leave, family caregiving responsibilities discrimination, as well as on gender discrimination, including that based on pregnancy or reproductive healthcare decision-making.

This internship improved my legal research skills tremendously by completing assignments including searching for new family caregiving discrimination laws passed at the state and local level across the entire country. These skills were also improved by my work on a practice guide for the Ending Forced Arbitration of Sexual Assault and Harassment Act of 2021, which we hope will aid attorneys in preventing sexual harassment cases based on pregnancy from being forced into arbitration. Drafting the guide required extensive legal research at both the federal and state level to compile caselaw useful to those fighting motions to compel arbitration in this context.

I also gained more substantive knowledge of employment law than I could have ever imagined. Working on assignments for an extremely experienced and talented litigator in creating the practice guide on the Ending Forced Arbitration of Sexual Assault and Harassment



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Act was a unique educational experience. I anticipate that the lessons on litigating these matters that I learned over the summer will be extremely valuable in my future career.

This work also involved applying local laws to help workers calling the center's free legal helpline regarding possible workers' rights violations. One example of this was ensuring that a woman needing to take leave due to the effects of a miscarriage would be able to receive California State Disability Insurance. Another was helping a pregnant construction worker in Louisiana receive accommodations that had been offered to other disabled workers, but that her employer had been arbitrarily denying her.

Seeing the results of my research used to help workers educate their employers on their rights as a worker was extremely rewarding. I am hopeful that the work I completed, especially with respect to the practice guide, will continue to aid workers in asserting their rights, and I am incredibly grateful to have had this summer experience made possible by Equal Justice America.