

# Justice<sup>At Work</sup>™

Barrett & Farahany is an award-winning employment law firm dedicated exclusively to employee rights, and is the oldest and largest in the Southeast.

Headquartered in Atlanta, with offices in Chicago, IL and Birmingham, AL, the firm handles cases across 10 states and the District of Columbia, including Colorado, Ohio, Minnesota, Pennsylvania, Virginia, Tennessee and New York. Unlike other firms, if you have an employment situation, you will speak with an attorney.

**Talk to an Attorney Today**



## About Our Firm

Our attorneys empower employees in the workplace and beyond.

### **The Pregnant Workers Fairness Act (PWFA) introduces several new rights and protections for pregnant workers. Here are some key provisions of the act:**

1. **Reasonable Accommodations:** The PWFA requires employers to provide reasonable accommodations to pregnant employees. This includes modifications to tasks, work schedules, or other conditions that allow pregnant individuals to continue working safely and without jeopardizing their health or the health of their unborn child. Examples of reasonable accommodations may include providing extra breaks, allowing for more frequent restroom visits, or allowing a temporary transfer to less physically demanding tasks.
2. **Protection against Discrimination:** The PWFA prohibits employers from discriminating against pregnant workers. It ensures that pregnancy, childbirth, and related medical conditions are protected characteristics under employment anti-discrimination laws. Employers cannot refuse to hire, fire, demote, or take adverse actions against an employee due to pregnancy or its related conditions.
3. **Notice and Training Requirements:** The PWFA also requires employers to notify their employees of their rights under the act. Employers must inform workers about their right to reasonable accommodations for pregnancy-related conditions and the prohibition of discrimination based on pregnancy. Additionally, the act encourages employers to provide training to managers and supervisors to ensure compliance with the law and promote a supportive and inclusive work environment.

These new rights provided by the PWFA aim to safeguard the rights, health, and well-being of pregnant workers, promoting equal opportunities and fair treatment in the workplace.

There were already existing laws that the Equal Employment Opportunity Commission



(EEOC) enforces that make it illegal to fire or otherwise discriminate against workers on the basis of pregnancy, childbirth, and/or related medical conditions already.

The PWFA does not replace federal, state, or local laws that offer more protection to workers affected by pregnancy, childbirth, or related medical conditions. More than 30 states and cities have laws that provide accommodations for pregnant workers.

If you have more questions about an incident you experienced or witnessed, you can talk to our attorneys.

## Looking for More Information?

For more information, contact [marketing@justiceatwork.com](mailto:marketing@justiceatwork.com), or call **888-885-3544**.

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