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AMANDA FARAHANY IS A WORLD-CLASS LAWYER AND LEADER.  
IF YOU NEED AN EMPLOYMENT ATTORNEY, THIS SHOULD BE  
YOUR FIRST CALL.” - B.K.

## HOW DOES PREGNANCY DISCRIMINATION RELATE TO OTHER FORMS OF DISCRIMINATION?

Pregnancy discrimination rarely exists in isolation. When employers treat pregnant employees unfairly, their actions often reflect broader patterns of workplace bias that extend beyond pregnancy itself. Understanding these connections can help employees recognize discrimination when it occurs and strengthen their legal protections.

The relationship between pregnancy discrimination and other forms of workplace bias is complex and multifaceted. Employers who discriminate against pregnant workers frequently engage in sex discrimination, familial status discrimination, racial discrimination, and sometimes disability discrimination. These overlapping forms of bias create a web of illegal workplace practices that can significantly

impact a woman's career and financial stability.

Recognizing how different types of discrimination intersect is crucial for both employees and employers. For workers, this understanding can help identify when their rights have been violated and what legal protections apply. The pregnancy discrimination attorneys at Barrett & Farahany can help.



## **Pregnancy Discrimination and Sex Discrimination**

The most direct connection between pregnancy discrimination and other forms of bias lies in sex discrimination. The PDA explicitly recognizes that pregnancy discrimination is inherently a form of sex discrimination because only women can become pregnant.

This connection means that pregnancy discrimination cases often involve broader patterns of sex-based bias. For example, an employer who refuses to promote pregnant employees might also have a history of passing over qualified women for leadership positions. Similarly, workplace cultures that penalize pregnancy often harbor other forms of gender bias, such as unequal pay or limited advancement opportunities for women.

Sex discrimination in the context of pregnancy can also involve assumptions about women's roles and capabilities. Employers might assume that pregnant women will be less committed to their careers or less capable of handling demanding responsibilities. These stereotypes reflect deeper biases about women in the workplace and their ability to balance professional and personal responsibilities.

## **Pregnancy Discrimination and Racial Discrimination**

Pregnancy discrimination and racial discrimination are deeply interconnected as they both reflect systemic biases and inequalities within workplaces. Women of color, particularly Black and Latina women, often face heightened vulnerabilities due to the intersectionality of these forms of discrimination. Studies have shown that they are more likely to work in physically demanding or low-wage jobs where accommodations for pregnancy are less commonly provided or actively denied.

Additionally, implicit biases tied to race and gender can amplify discriminatory practices, leading to greater challenges in securing fair treatment and necessary accommodations. Addressing these overlapping forms of discrimination requires comprehensive policies that prioritize equity and actively combat prejudices in employment practices...

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