



BARRETT  
& Farahany  
JUSTICE AT WORK™

THE OLDEST AND ONE OF THE  
MOST PRESTIGIOUS EMPLOYMENT  
LAW FIRMS IN THE SOUTHEAST  
DEDICATED TO PROTECTING THE  
RIGHTS OF EMPLOYEES.

TALK TO AN ATTORNEY TODAY!

"IF YOU'RE LOOKING FOR AN ATTORNEY WHO GENUINELY  
CARES AND GOES ABOVE AND BEYOND, NICK [CHESTER] IS  
THE ONE. HIGHLY RECOMMEND!" - R.S.

## UNDERSTANDING PREGNANCY DISCRIMINATION IN THE WORKPLACE

Pregnancy discrimination is a reality faced by many women in the workplace, whether they are in low-wage, physically demanding occupations, high-wage occupations, or even workplaces dedicated to supporting women. So, what exactly is pregnancy discrimination? Pregnancy discrimination is essentially mistreating a job applicant or an employee because of pregnancy, childbirth, or a related medical condition. Furthermore, pregnancy discrimination can also include retaliation for taking paid family leave, for example, firing or demoting an employee because they took time off from work due to pregnancy.

It is also important to remember that pregnancy discrimination also covers pregnancy-related medical conditions, like breastfeeding, infertility, etc. For

instance, it is against the law to discriminate against an employee because they want to breastfeed their child. A hostile workplace environment that results from your pregnancy is also prohibited. For example, if you are being subjected to jokes or discriminatory comments in the workplace, this might give rise to a hostile work environment claim.



## **What is the Pregnancy Discrimination Act?**

The Pregnancy Discrimination Act (PDA) of 1978 is a federal statute that prohibits discrimination in the workplace based on pregnancy. Under the PDA, pregnancy is basically treated as a temporary disability. This means that, if you are pregnant, your employer must treat you as he would any other employee with a temporary disability.

Among some of the protections offered by the PDA are prohibiting an employer from firing you from your position or modifying your position if you are pregnant. An employer must also allow you to continue working as long as you can and cannot refuse to make reasonable accommodations.

Furthermore, states also might have their own pregnancy-based anti-discrimination laws, which might offer the same or tougher protections to victims of such behavior.

## **What Should You Do if You Are the Victim of Pregnancy Discrimination?**

If you are facing pregnancy discrimination at your job, the following steps could be very helpful to your case:

- Take notes on the discriminatory behavior you are facing, including details of the incidents, dates, times, etc. This will be very useful in gathering evidence to prove your claim.

- Report your concerns in writing to your supervisor and the human resources department by telling them about the behavior you are facing.
- Follow company rules and procedures. If your company has an employee handbook or established procedures about what to do if you are facing discriminatory behavior, save a copy and follow the process.
- Preserve any information or documentation you might have related to the discriminatory behavior such as texts, pictures, etc. This might be useful as evidence to prove your claim...

[Continue Reading](#)

---

## Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.



**Meet the Team at Barrett & Farahany**

Barrett & Farahany | 2921 Piedmont Road | Atlanta, GA 30305 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)