



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!

“MY CASE WAS A HARD ONE BUT MR. MATTHEW BILLIPS,
DETRA HICKS, AND DIANA HOWE ARE THE MOST AMAZING
INDIVIDUALS... I HIGHLY, HIGHLY RECOMMEND GIVING
THEM A CALL.” - S.L.

WHAT IS CONSIDERED PROOF OF PREGNANCY DISCRIMINATION?

Pregnancy discrimination remains a persistent problem in American workplaces, despite federal laws that have protected pregnant workers for decades. When employers treat pregnant employees unfairly — whether through termination, demotion, or denial of accommodations — proving discrimination can feel overwhelming. Understanding what constitutes valid proof of pregnancy discrimination is essential for protecting your employment rights and building a strong legal case.

Federal law clearly prohibits pregnancy discrimination under the Pregnancy Discrimination Act and the Americans with Disabilities Act. The recently enacted Pregnant Workers Fairness Act (PWFA) has strengthened these protections even

further. However, discrimination often occurs in subtle ways, making it crucial to recognize the evidence that can support your claim.

If you suspect you're facing pregnancy discrimination at work, knowing what evidence to gather and how to document incidents can make the difference between a successful claim and a dismissed case. The pregnancy discrimination attorneys at Barrett & Farahany will help you understand the types of proof that courts recognize and provide practical steps for building a compelling case.



Direct vs. Circumstantial Evidence: Two Paths to Proving Discrimination

Courts recognize two primary types of evidence in pregnancy discrimination cases: direct and circumstantial evidence. Each type serves a different purpose in establishing your employer's discriminatory intent.

- **Direct evidence** provides clear, unambiguous proof that pregnancy motivated your employer's adverse action. This type of evidence is powerful but relatively rare in workplace discrimination cases.
- **Circumstantial evidence** creates an inference of discrimination through a pattern of facts and circumstances. While individual pieces of circumstantial evidence may seem insignificant on their own, they can build a compelling case when viewed together.

Evidence Gathering Tips: Building Your Case

Strong proof of pregnancy discrimination requires systematic documentation and evidence collection. The quality and comprehensiveness of your evidence often determine the success of your claim.

- **Document everything** by maintaining a detailed log of discriminatory incidents. Record dates, times, locations, people present, and exact quotes

when possible. Include your emotional and physical reactions to these incidents, as they can demonstrate the severity of the discrimination's impact.

- **Maintain performance records** that show your consistent positive job performance, especially before the discrimination began. Gather performance reviews, commendations, client feedback, and any other documentation demonstrating your value as an employee.
- **Collect witness statements** from coworkers, supervisors, or clients who witnessed discriminatory behavior or heard relevant comments. Written statements carry more weight than verbal promises of support, so ask witnesses to document what they observed.
- **Preserve relevant documents**, including emails, text messages, company policies, and any communications related to your pregnancy or treatment at work. Print and save electronic documents, as employers sometimes restrict access to company systems after termination.
- **Identify comparative employees** who received better treatment in similar situations. If non-pregnant coworkers received accommodations you were denied or avoided discipline for similar conduct, document these disparities.

[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](#)