

PREGNANCY ACCOMMODATIONS IN THE WORKPLACE

Important to families' economic security

- Nearly half of women are sole or primary breadwinners for their families & need to continue working throughout pregnancy
- Preparing for a new baby means preparing for increased expenses
- Many women have limited paid or unpaid leave



Essential for the health of mom & baby

- Preterm birth is the leading cause of infant mortality during the first month of life
- Physically demanding work puts women at higher risk for preterm birth
- Adjustments to working conditions can reduce these risks

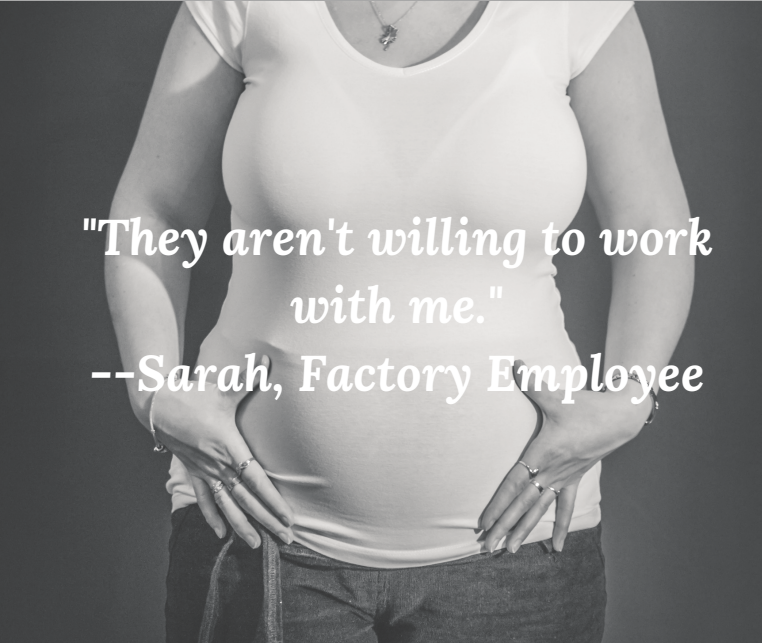
Easy & beneficial to implement

- Twenty-three states have already passed laws to provide a clear and consistent standard for employers
- Most accommodations are free or low-cost
- Making accommodations may reduce the risk of both litigation and high-cost preterm births
- Family-friendly workplaces see increased productivity, loyalty, and retention of employees

WE SURVEYED

HOOSIER WOMEN

ABOUT REQUESTING
ACCOMMODATIONS



*"They aren't willing to work
with me."*

--Sarah, Factory Employee

They reported:

BEING REFUSED accommodations

NOT ASKING for accommodations due to
fear of job loss

HAVING HOURS CUT following requests

BEING "BERATED" for an extra bathroom
trip

FEELING FRUSTRATED that asking for
accommodations - like breaks to treat
gestational diabetes - felt like "asking for the
moon"

Requests Included:

To be excused from heavy lifting, climbing, or frequent
bending

To be given breaks from sitting/standing for long hours

To limit hours to 40 per week (no overtime)

To avoid chemicals, radiation, or other hazardous
substances

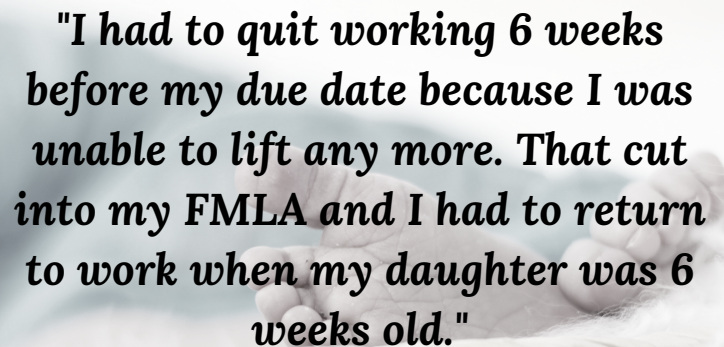
Temporary schedule/shift changes due to morning
sickness/fatigue

More frequent breaks

Ability to drink water/snack during shifts

Temporary change to light duty/desk work

Time and space to express breastmilk



*"I had to quit working 6 weeks
before my due date because I was
unable to lift any more. That cut
into my FMLA and I had to return
to work when my daughter was 6
weeks old."*

--Kim, Paramedic