

Workplace Pregnancy Discrimination: Not What Moms-to-Be Expect

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Our country celebrates motherhood, right? Tell that to employers. Studies show that thousands of women across the country are discriminated against because of pregnancy-related issues and that discrimination charges against employers have increased by 35 percent in the past decade, according to the U.S. Equal Employment Opportunity Commission (EEOC) statistics reported by [Time](#) magazine.

Since 1978, the Pregnancy Discrimination Act has protected women from being fired or subjected to harassment or demotion on the basis of their pregnancy. But that hasn't ended pregnancy-related discrimination.

"Pregnancy discrimination persists in the 21st century workplace, unnecessarily depriving women of the means to support their families," said Jacqueline Berrien, chairwoman of the EEOC.

The result of a woman suddenly losing a job, insurance benefits or being forced to work reduced hours is a swift fall into poverty. What's more, an Indiana University sociologist suggested that working women who give birth are further discriminated against in the form of a wage decrease of up to 5 percent per child.

What can women do to protect themselves against pregnancy-related discrimination? First, know your rights. To familiarize yourself with workplace pregnancy laws, [click here](#).

To read about why women of color are four times more likely than white women to die during childbirth, [click here](#).
