

# THE PREGNANT WORKERS FAIRNESS ACT (PWFA)

## WHAT IS IT?

The PWFA requires covered employers to provide “reasonable accommodations” to a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.”



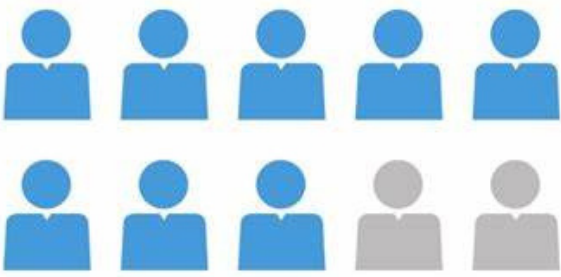
# 72%



of working women will become pregnant while employed at some time in their lives.

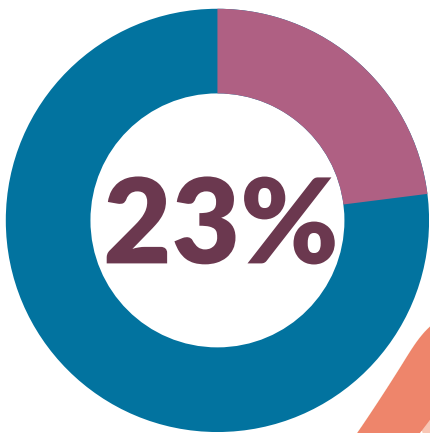
*SOURCE: US Census Bureau, Maternity Leave and Employment Patterns: 1961-2008, 2011*

## 8 IN 10



first-time pregnant women work until their final month of pregnancy.

*SOURCE: U.S. Congress, Pregnant Workers Fairness Act, 2021, www.congress.gov/117/crpt/hrpt27/CRPT-117hrpt27.pdf*



of moms have thought about leaving a job due to a lack of reasonable accommodation or fear of discrimination from an employer during pregnancy, according to one survey.

*SOURCE: Bipartisan Policy Center: Morning Consult Poll, February 11, 2022*

## TIP FOR EMPLOYERS:

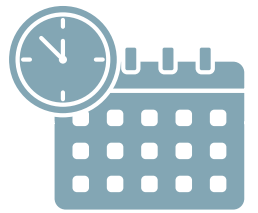
Train supervisors about the PWFA so they are ready when they get reasonable accommodation requests.

## Examples of reasonable accommodations that may be available to workers:

- Offering additional, longer, or more flexible breaks to eat, drink, rest, or use the restroom



- Changing a work schedule, such as having shorter hours, part-time work, or a later start time



- Changing food or drink policies to allow a worker to have a water bottle or food



- Providing leave for medical appointments or to recover from childbirth



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