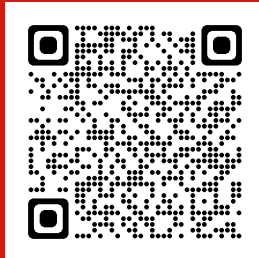If you are pregnant and think you have been discriminated against at work:

File an Employment Discrimination Complaint with the Department of Civil Rights & Equal Opportunity (CREO).

Call 3-1-1 or visit the myKCMO app. Scan the QR Code below or search in your smartphone's Appstore.

Civil Rights & Equal Opportunity

414 E 12th Street, Suite 404
Kansas City, Missouri, 64106

Pregnant Workers Fairness Act

What are your rights?

KANSAS CITY
CREO

PWFA

The Federal Pregnant Workers Fairness Act ("PWFA") requires covered employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions.

On February 1, 2024, the City Council passed amendments to Kansas City's Ordinances for Nondiscrimination, supporting the health and economic security of pregnant workers employed within our city limits.

What is Prohibited?

It is considered a discriminatory act for an employer with more than six employees, or an employment agency to:

- Refuse reasonable accommodations for a qualified employee's known limitations related to pregnancy, childbirth, or related medical conditions, unless it causes undue hardship to the business.
- Force a qualified employee with pregnancy-related conditions to accept accommodation other than one reached through an interactive process.

What is Prohibited? (continued)

- Deny job opportunities to a qualified employee because the company needs to make reasonable accommodations for pregnancy-related conditions.
- Make a qualified employee take leave when there's another reasonable accommodation for their pregnancy-related conditions.
- Penalize a qualified employee for requesting or using reasonable accommodation for their pregnancy-related conditions in terms of employment terms, conditions, or privileges.

Contact Us

Civil Rights & Equal Opportunity
414 E 12th Street, Suite 404
Kansas City, MO 64106

816-513-1820
CREOcivilrights@kcmo.org

Visit us on the Web:
www.kcmo.gov/CREO