

My Personal Experience with Pregnancy Discrimination

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Pregnancy discrimination in the work place is alive and well in the 21st Century. There has been an increase in the need for laws protecting the rights of pregnant women. Due to disparate treatment of pregnant women, laws have been established to protect their employment rights. Although laws are in place to prevent such discrimination, it has not eliminated the problem of employers discriminating against pregnant women.

What is [Pregnancy](#) Discrimination?

Discrimination on the basis of pregnancy, childbirth or related medical conditions constitutes unlawful sex discrimination under Title VII of the Civil Rights Act of 1964

Women affected by pregnancy or related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations. According to California [Labor Law](#) Digest, pregnancy discrimination includes:

[Refusal](#) to hire an applicant; Refusal to select an applicant or employee for a training program leading to employment or promotion (except that an employer of 5 to 14 employees may refuse to select a pregnant employee for a formal training program at least

three months prior to the date on which she intends to depart on pregnancy disability);

Refusal to promote an employee; Barring or discharging an applicant or employee from employment or from a training program leading to employment or promotion;

Refusal to provide health benefits for pregnancy if the employer provides health benefits for other temporary disabilities (except that an employer with 5 to 14 employees is not required to provide its employees with health insurance coverage for the medical costs of pregnancy, childbirth, or related medical conditions even if the employer provides coverage for other tem...

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