PREGNANCY ACCOMMODATIONS IN THE WORKPLACE

Important to families' economic security

- Nearly half of women are sole or primary breadwinners for their families
- 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 work conditions can reduce these risks

Easy & beneficial for employers to implement

- 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 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"

"They aren't willing to work with me."
--Sarah, Factory Employee

Types of Requests:
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

"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

Indiana Institute for Working Families surveyed currently or recently expecting Hoosier women in November 2017. First names have been changed to protect the identities of respondents.