

## Pregnancy Discrimination And Parental Leave Handbook

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### **Pregnancy Discrimination And Parental Leave**

The two most notable laws protecting pregnant women are the Pregnancy Discrimination Act and the Family and Medical Leave Act. The Pregnancy Discrimination Act. The Pregnancy Discrimination Act, which was passed in 1978, gives pregnant women the same rights as others with "medical conditions" by prohibiting job discrimination.

### **Maternity Leave Laws: What Are Your Rights? - FamilyEducation**

When Congress enacted the Pregnancy Discrimination Act of 1978, it amended Title VII of the Civil Rights Act of 1964 and made it unlawful for employers to take adverse employment actions against pregnant employees. Under the Act, a woman cannot be rejected for a job or promotion, forced to take leave, given lesser assignments, or fired because of the pregnancy.

### **7 Cases of Pregnancy Discrimination in the Workplace**

The FMLA also gives employees the right to take time off to bond with a new child. This is part of your total 12-week leave entitlement, so, if you use two weeks of FMLA leave during your pregnancy, you will have ten weeks left to use for parenting leave. Although some states have their own parental leave laws, Ohio does not.

### **Maternity and Parental Leave Laws in Ohio | DisabilitySecrets**

Marital and parental status discrimination, also called familial status discrimination, is discrimination in the workplace based on whether an employee is married or single, or whether they have children or not. Employers may discriminate based on marital or parental status when they deny employment or promotions, harass, pay less, or otherwise ...

### **Marital and Parental Status Discrimination: State Law ...**

Alabama. Protection against pregnancy discrimination: Only federal protections apply. Provisions for pregnancy accommodation: State employees may use accrued sick time for maternity leave as long as they (1) work until actually disabled as a result of their pregnancy, and (2) return to work as soon as they cease to be disabled for that reason. Ala. Admin.

### **Employment Protections for Workers Who Are Pregnant or ...**

Maternity leave in the United States is regulated by US labor law.The Family and Medical Leave Act of 1993 (FMLA) requires 12 weeks of unpaid leave annually for mothers of newborn or newly adopted children if they work for a company with 50 or more employees. Additionally, several states have adopted laws extending the requirements of FMLA to smaller companies.

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