

Supporting Pregnancy at Work

Resources for Healthcare Providers

Workplace Rights for Pregnant Workers

Pregnant Workers Fairness Act	Pregnancy Discrimination Act	Americans with Disabilities Act	Family and Medical Leave Act
The PWFA requires employers with 15 or more employees to provide <i>reasonable accommodations</i> for workers who are pregnant, recovering from childbirth, or experiencing related medical conditions. This includes adjustments like light duty, flexible schedules, extra breaks, or time off for prenatal care and recovery.	The PDA prohibits employers from discriminating against individuals based on pregnancy, childbirth, or related medical conditions. This means employers cannot fire, demote, deny promotions, reduce hours, or force leave simply because someone is pregnant.	The ADA protects workers from discrimination based on disabilities, which can include pregnancy-related conditions such as gestational diabetes or preeclampsia. Employers must provide reasonable accommodations for qualified medical conditions that substantially limit major life activities.	The FMLA allows eligible employees to take up to 12 weeks of unpaid, job-protected leave for certain family and medical reasons, including pregnancy, prenatal care, childbirth recovery, and bonding with a new baby. The leave can be taken intermittently and protects both your job and health insurance.
Poster: Pregnant Workers Fairness Act	Fact Sheet: Pregnancy Discrimination	Fact Sheet: Americans with Disabilities Act	Poster: Family and Medical Leave Act
Guidance for providers on supporting patients under the PWFA	FAQs on Pregnancy Discrimination and Workplace Rights	Poster: American with Disabilities Act	Fact Sheet: Family and Medical Leave Act

In addition to federal protections, many states provide additional protections including job-protected caregiving leave, paid sick leave, and paid family and medical leave. [A Better Balance provides a state-by-state guide.](#)

Workplace Risks for Pregnant Workers

Chemical Hazards	Lifting	Pregnancy Exposure Registries	Other Resources
ChemHAT provides a list of chemical hazards and alternatives toolbox database	Guidelines from the CDC on safe lifting limits for pregnant workers	FDA's Pregnancy Exposure Registry	MotherToBaby offers evidence-based information on medication and exposure safety during pregnancy

Providing Work Accommodations Notes

[Guidelines for Drafting Work Accommodations Notes for Pregnant and Postpartum Patients](#)

[Pregnancy Accommodation Ideas](#)



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