

Pregnancy Discrimination Protections Factsheet

Who is covered?

Employees who are:

- Pregnant
- Seeking to become pregnant
- Recently were pregnant (whether or not it resulted in birth)

...and their partners



What is covered?

Pregnancy: The state of being pregnant, seeking to become pregnant, and related symptoms of pregnancy

Childbirth: The labor or childbirth period

Related Medical Conditions and Events:

Any medical condition and resulting event that is related to or caused by pregnancy (i.e. nausea, infertility, gestational diabetes, post-partum depression, anemia, lactation, etc.)

When am I covered?

- ✓ Before Pregnancy: Certain events and conditions may be covered, such as fertility or genetic testing and treatment
- ✓ During Pregnancy: Temporary accommodations needed during the gestation period
- ✓ After Pregnancy: Conditions related to pregnancy such as recovery from childbirth or miscarriage, mobility limitations, and ongoing needs like lactation

Who can I contact?

For more information or to file a complaint of pregnancy discrimination, contact the Pittsburgh Commission on Human relations at:

412-255-2600

Pittsburghpa.gov/CHR

@PghCHR



**Pittsburgh Commission
On Human Relations**

Serving Fairness Together