



# US Pregnancy, Lactation, and Parenting Laws



Get to know these US federal laws that protect pregnant workers, parents, and potential parents from discrimination in the workplace.

## PREGNANCY PROTECTION LAWS

- ➔ **Pregnancy Discrimination Act (PDA)**  
[eoc.gov/statutes/pregnancy-discrimination-act-1978](https://eoc.gov/statutes/pregnancy-discrimination-act-1978)
- ➔ **Pregnant Workers Fairness Act (PWFA)**  
[eoc.gov/statutes/pregnant-workers-fairness-act](https://eoc.gov/statutes/pregnant-workers-fairness-act)
- ➔ **American Disabilities Act (ADA)**  
[ada.gov](https://ada.gov)

### ADA eligibility

Pregnancy-related conditions that may apply to the ADA include preeclampsia, sciatica, gestational diabetes, and depression.

## LACTATION PROTECTION LAWS

- ➔ **Federal Labor Standards Act (FLSA)**  
[dol.gov/agencies/whd/flsa](https://dol.gov/agencies/whd/flsa)
- ➔ **Providing Urgent Maternal Protections (PUMP) Act (2023)**  
[dol.gov/agencies/whd/pump-at-work](https://dol.gov/agencies/whd/pump-at-work)

### About “Pump Breaks”

There is no set length of time or number of breaks allowed. Breaks must be in a space that is private, shielded from view, and safe from intrusion by the public and coworkers. It can't be a bathroom.

## FAMILY LEAVE AND WORKING PARENTHOOD LAWS

- ➔ **Family Medical Leave Act (FMLA)**  
[dol.gov/agencies/whd/fmla](https://dol.gov/agencies/whd/fmla)
- ➔ **Title VII of the Civil Rights Act of 1964**  
[ftc.gov/policy-notice/no-fear-act/protections-against-discrimination](https://ftc.gov/policy-notice/no-fear-act/protections-against-discrimination)

### Preventing Discrimination

Title VII prevents discrimination against employees who have caregiving responsibilities for children or other family members based on protected characteristics such as the employee's sex (e.g., offering fewer shifts to women who have childcare responsibilities).

## TAKE ACTION

Employers and employees might benefit from consulting an employment attorney for specialized advice.

If you think your rights have been violated, file a report with the Equal Employment Opportunity Commission (EEOC) at [eoc.gov](https://eoc.gov).

Read the full article “US workplace protections for pregnancy, lactation, and parenting” at [aaha.org/newstat](https://aaha.org/newstat)