

PREGNANCY

Pregnancy is one of the classes uniquely protected against employment discrimination in the City of Pittsburgh. **Pittsburgh City Code protects against the following behaviors:**

NOT ACCOMMODATING HEALTH SYMPTOMS

Pregnant individuals may experience symptoms and related medical conditions, such as nausea, morning sickness, dehydration, increased appetite, swelling of extremities, increased body temperature, and other related symptoms. Employers must be open to dialogue with their employees about reasonable accommodation for pregnancy-related symptoms.



PUNISHING PARTNERS OF PREGNANT INDIVIDUALS

Partners of people who are pregnant, is seeking to become pregnant, or recovering from childbirth, may need to emotionally and physically support their pregnant partner. Treating partners differently at work or punishing them for taking time to care for their partners can be discriminatory.

PENALIZING RELATED MEDICAL EVENTS

Every pregnancy is different and some people experience complications and additional conditions related to pregnancy or childbirth. Penalizing a person by removing work or wages because of a pregnancy-related condition, is also illegal. Both people who are pregnant and their partners are protected.



REPORT DISCRIMINATION

If you have experienced employment discrimination in Pittsburgh because of you or your partner's pregnancy, message us, call 412-255-2600, or go to pittsburghpa.gov/chr/public-portal

