



ARE YOU FACING GENDER-BASED DISCRIMINATION IN THE WORKPLACE?



4/10 WOMEN ✨

claim they have experienced some type of gender-based discrimination in the workplace. (Kirk & Okazawa-Rey, 2019)



DISCRIMINATION AGAINST PREGNANT WOMEN

Although there are laws in place with the intent to eliminate pregnancy-based discrimination in the workplace, many women report being fired from their job upon their employer being informed of their pregnancy. Pregnancy-based discrimination claims tends to lead to no monetary benefit or mandatory workplace change. It has been reported by the EEOC (Equal Employment Opportunity Commission) that pregnancy discrimination is more likely to take place in male-dominated industries. Additionally, it is less likely to take place with women in higher positions. (EEOC)

WHO CAN HELP?

“ORGANIZATIONS FOCUSED ON IMPROVING WOMEN’S WORKPLACE CONDITIONS INCLUDE THE INSTITUTE FOR WOMEN’S POLICY RESEARCH (WASHINGTON, DC), THE NATIONAL ORGANIZATION FOR WOMEN (WASHINGTON, DC), AND 9 TO 5 (MILWAUKEE, WI). SEVERAL GROUPS HAVE CREATED OPPORTUNITIES FOR WOMEN TO ENTER WELL-PAYING TRADES LIKE CARPENTRY AND CONSTRUCTION, INCLUDING HARD HATTED WOMEN (CLEVELAND, OH), MASSACHUSETTS TRADESWOMEN ASSOCIATION, SISTERS IN THE BUILDING TRADES (ST. PAUL, MN), AND VERMONT WORKS FOR WOMEN (WINOOSKI, VT).”

KIRK & OKAZAWA-REY, 2019)

PREGNANCY DISCRIMINATION ACT (PDA)

“The PDA formally prohibited employer discrimination on the basis of pregnancy by explicitly categorizing pregnancy discrimination as sex discrimination under Title VII of the Civil Rights Act of 1964.” (Tomaskovic-Devey)



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) ✨

The EEOC enforces two laws that protect you from gender-based discrimination at work

- “Title VII of the Civil Rights Act prohibits an employer from treating you differently, or less favorably, because of your sex, which is defined to include pregnancy, sexual orientation, and gender identity.”
- “The Equal Pay Act requires employers to give male and female employees equal pay for equal work.”

WHAT TO DO IF YOU ARE FACING GENDER-BASED WORKPLACE DISCRIMINATION

(according to EEOC guidelines)

- Write down what happened
- Review the companies policy
- Discuss the discriminatory incident with a supervisor, if safe to do so
- File a formal complaint through your employer
- File a complaint through the EEOC or your states’ civil rights agency

REFERENCES

KIRK, G., & OKAZAWA-REY, M. (2020). *GENDERED LIVES: INTERSECTIONAL PERSPECTIVES*. OXFORD UNIVERSITY PRESS. (CHAPTERS 5 & 7)

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“WHAT TO EXPECT WHEN YOU’RE EXPECTING (AND AFTER THE BIRTH OF YOUR CHILD)...AT WORK.” DOL, WWW.DOL.GOV/AGENCIES/OASAM/CIVIL-RIGHTS-CENTER/INTERNAL/POLICIES/PREGNANCY-DISCRIMINATION. ACCESSED 25 APR. 2024.

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