

## **Federal Employees: Are You Pregnant, Postpartum, or Breastfeeding?**

Attacks on federal workers are threatening the income, health, and security of millions of hardworking public servants. You may feel at even greater risk if you are pregnant or recently gave birth. Although the administration's actions have been unprecedented and often illegal, it is important to know that **you still have legal rights**, and you can contact WorkLife Law for free and confidential help at [helpline@worklifelaw.org](mailto:helpline@worklifelaw.org) or 415-703-8276.

**It is illegal for your employer to discriminate against you.** Your employer should not treat you worse than others because you are pregnant, recently had a baby, or are breastfeeding or pumping milk. Discrimination means being fired, demoted, chosen first for layoff, retaliated against, or treated worse due to your pregnancy or related health condition.

**You have a right to receive “reasonable accommodations”** for pregnancy symptoms and complications, miscarriage, pregnancy loss, abortion, childbirth, postpartum mental health conditions, lactation, pumping milk during the workday, and similar health conditions. “Reasonable accommodations” are changes to how, where, or when your job is done to protect your health and wellbeing. This can include, for example:

- time off for medical appointments, mental health needs, and/or to recover from childbirth
- continuing to work remotely due to nausea or viral exposure risks
- a modified, flexible, or reduced work schedule
- break time and private space to pump breast milk
- modification or excusal from normal job duties
- exceptions to workplace rules to meet your health needs
- other changes you need at work for your health and wellbeing

You should not be retaliated against for asking for or using accommodations. This means you should not be punished, chosen first for layoff, or treated worse because you need or used accommodations.

**Have questions about your rights or how to get what you need? Do you think something illegal has happened to you?**

**WorkLife Law helps employees nationwide:**

- Learn more at WorkLife Law's resource hub: [PregnantAtWork.org](http://PregnantAtWork.org).
- For individualized free legal assistance, email WorkLife Law's confidential helpline from your personal email account at [helpline@worklifelaw.org](mailto:helpline@worklifelaw.org) or call 415-703-8276 (leave a voicemail with your phone number and a lawyer will call you back).