



Fired for Feeding a Baby

We are surprised at the number of cases in which a mother is threatened with termination simply for exercising her right to feed her baby.

First Shift is currently counseling a mom who faces this very issue. "Lauren" has worked as an administrative professional for her D.C. employer for four years. When she returned to work after giving birth earlier this year, she told her supervisor that she would need to take 2-3 breaks per day to pump breastmilk. Her supervisor responded that she was giving him "T.M.I." - too much information - and that he didn't want to hear about it; nonetheless, he approved the request.

Lauren works in an office with two other employees, so she does not have the option of pumping at her desk. Consequently, when she takes pumping breaks, she leaves her office and cannot immediately respond to her supervisor's phone calls and emails. On several occasions, her supervisor has complained that she is not responsive and he doesn't know where she is.

Lauren has reminded him that she takes breaks to pump. She even offered to email him whenever she steps away from her desk for this purpose, but - you guessed it - **T.M.I.!**

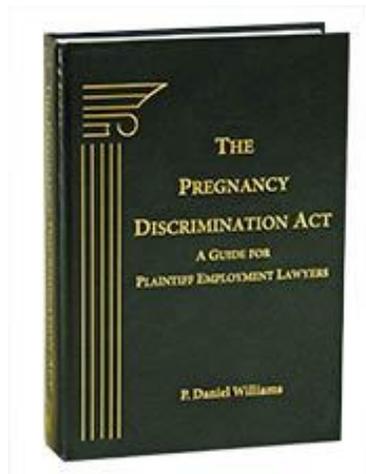
Recently, Lauren's supervisor emailed his own supervisor to document Lauren's "absences." He said he wasn't sure whether Lauren was even showing up to

work. In a panic that she was going to be fired, Lauren called First Shift for help.

Behind the scenes, First Shift helped Lauren send an email to both supervisors asserting her right to pump at work, documenting her concerns, and requesting a meeting to set the record straight. We will continue to support her as she advocates for herself and are hopeful that she can continue to feed her baby without fear of reprisal.

Pumping breastmilk at work is inconvenient enough already - it doesn't need to be any more complicated or stressful because of a boss who can't handle his own responsibilities, such as the duty to engage in an interactive process with an employee about a requested accommodation.

Maybe the problem is not "TMI," but "T.M.R." - Too Much Responsibility? If you can't stand the heat, get out of the kitchen.



BNA's 2017 Pregnancy Discrimination Supplement NOW Available!

Authored by First Shift's Executive Director, Laura Brown, and Tom Spiggle, founder of The Spiggle Law Firm, this Supplement covers legal developments in pregnancy discrimination law since the volume's first publication in 2011, including coverage of the E.E.O.C.'s recent issuance of Enforcement Guidance on Pregnancy Discrimination and Related Issues; the Supreme Court's decision in *Young v. UPS*; and the passage of state pregnancy accommodations laws.

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