

# The Rights of Pregnant and Parenting Workers in D.C.

## Pregnancy & Childbirth



### No Discrimination

Your employer can't fire you or treat you unfairly because you are pregnant.



### Accommodations

You have a right to workplace accommodations, like extra breaks, lifting restrictions, or a change in schedule.



### Childbirth

You have a right to job-protected time off work to recover from childbirth. You may qualify for paid family leave benefits.



### Pregnancy Loss

You have a right to accommodations and time off work if you experience pregnancy loss. You may qualify for paid family leave benefits.



### Medical Appointments

You have a right to time off work for medical appointments. You may qualify for paid family leave benefits.



### New Child

You may have a right to time off work with job protection when a new child joins your family. You may qualify for paid family leave benefits.



### No Discrimination

Your employer can't fire you or treat you unfairly because you have children and need to take care of them.

## Parenting



### Breastfeeding

You have a right to pump milk to feed your baby.



### Sick Child

You have a right to paid sick days. You may have a right to extended leave to care for a sick child and may qualify for paid family leave benefits.



### School Activities

You have a right to unpaid time off work for school-related activities.



**Ask a lawyer about your situation. Laws are different if you work in Maryland or Virginia.**

Questions? For **FREE LEGAL ADVICE**, contact First Shift Justice Project [intake@firstshift.org](mailto:intake@firstshift.org) or **202-644-9043**. Services available in all languages.