

Pregnancy Discrimination at Work

Understanding Your Rights in New Jersey and Pennsylvania

Everything changed after you announced your pregnancy.



You expected congratulations. Instead, hours were cut, accommodations were denied, or your job was suddenly “restructured.”

You can be fired
while pregnant —
but not **because** of it.

Pregnancy discrimination is illegal sex discrimination.

The Difference Between Legal and Illegal

Legitimate

Long-documented history of poor performance prior to pregnancy.

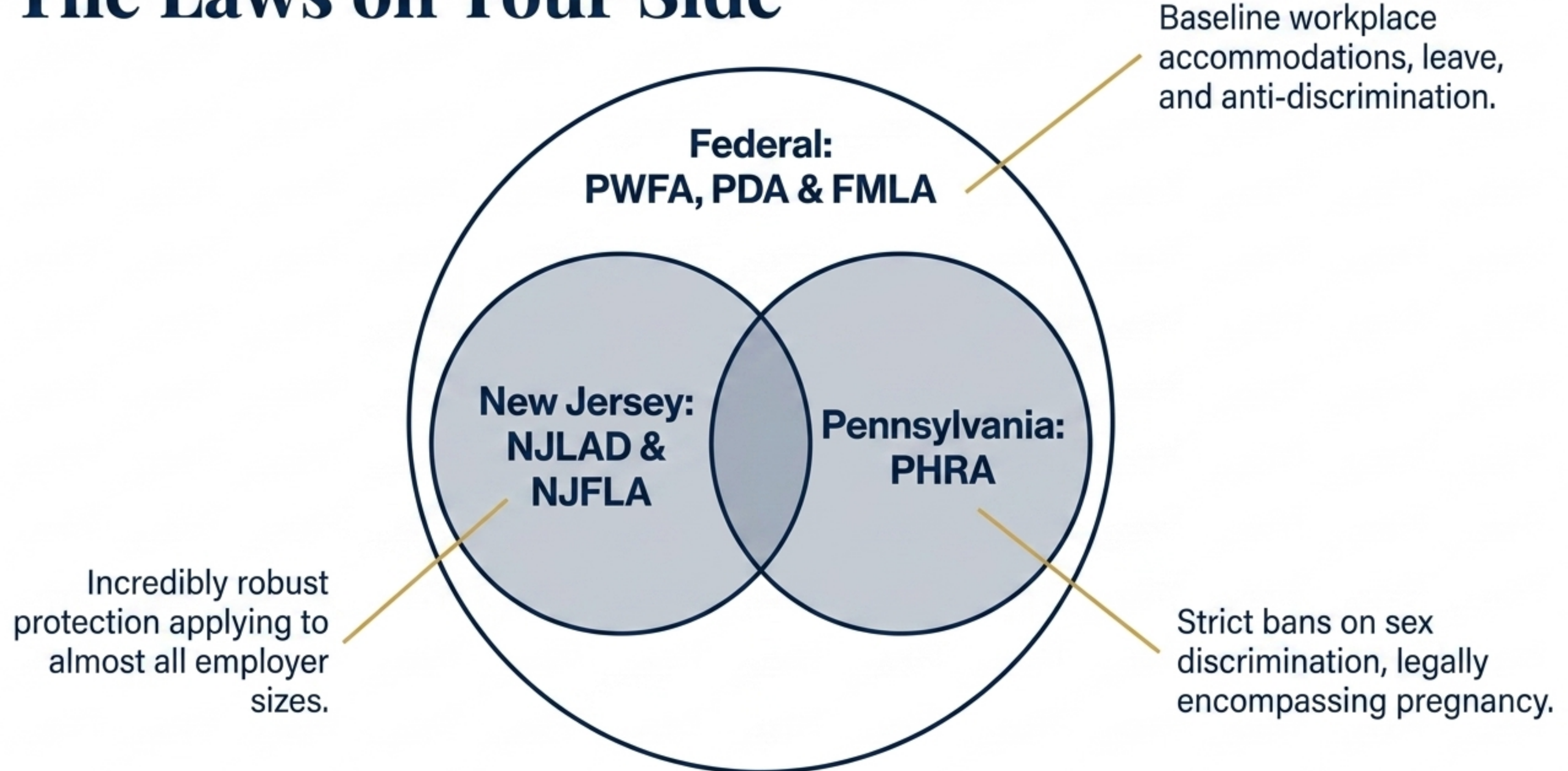
Company-wide layoffs affecting all departments equally.

Discriminatory

Sudden “performance issues” immediately following a positive review.

“Restructuring” that solely eliminates your specific role just before maternity leave.

The Laws on Your Side



You Are Entitled to Reasonable Accommodations



Light Duty

Temporary transfers to less strenuous work.



Breaks

Extra bathroom breaks, breaks for increased water intake, or a stool to sit on.



Schedule Changes

Modified work hours for medical appointments or severe physical limitations.

Watch for These Common Red Flags

Sudden Negative Reviews – Unwarranted criticism emerging after years of stellar feedback.

Refused Accommodations – HR denying simple requests (like a stool or water bottle) backed by your doctor.

Forced Leave – Being told to start maternity leave early because management thinks you “look too tired.”

Termination shortly after a pregnancy announcement is suspicious.

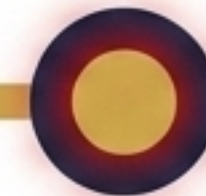
Stellar
Review



Pregnancy
Announced



**Sudden
Termination**




The law looks closely at the timeline. A sudden shift in treatment right after HR learns of your pregnancy is a primary indicator of illegal retaliation.

Beware of “Pretext”

Fake reasons used to cover up discrimination.

Employers rarely admit to discrimination. They will claim “budget cuts,” “reduction in force,” or “bad fit.”
Our job is to prove their stated reason is just a cover story.



**The Company's
Excuse**

The Truth

Are others being treated better than you?



Approved: Coworker with a temporary injury is easily granted light duty.



Denied: Your identical request for light duty due to pregnancy is refused.

Inconsistent enforcement of workplace rules is strong evidence the law has been broken.

The Evidence You Need to Save

Emails & Messages

Your initial announcement and their written replies.

Doctors' Notes

Exact copies of medical accommodation requests submitted to HR.

Performance Reviews

Proof of your good standing prior to pregnancy.

The Timeline

A written, dated log of comments, shifts in behavior, and meetings.

Your Immediate Action Plan

1

Get It In Writing.

Follow up verbal denials from your boss with an email confirmation.

Save Documents.

Forward critical HR communications to a personal email address.

2

3

Don't Sign Anything.

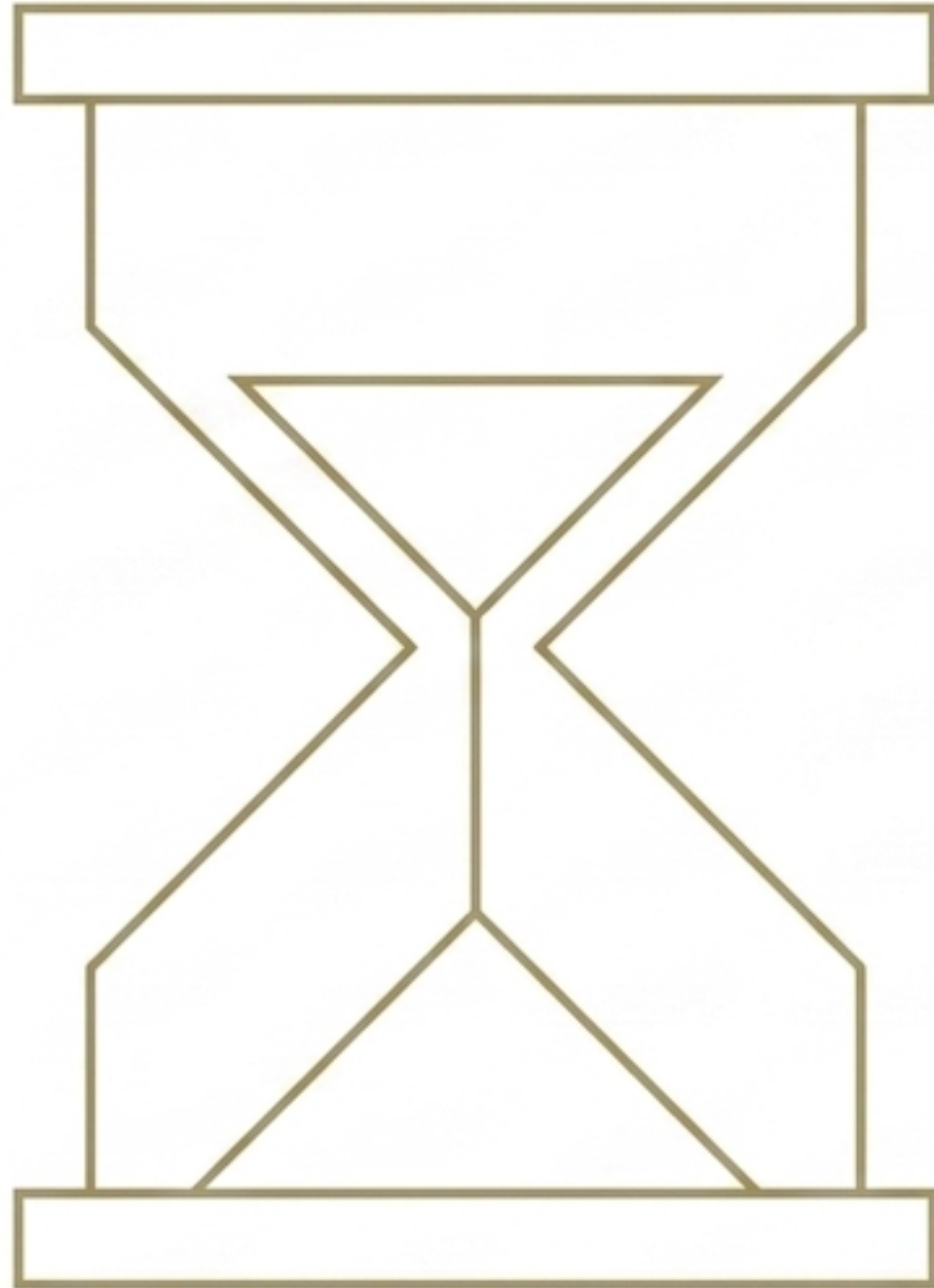
Never sign a severance agreement without having a lawyer review it first.

4

Talk To A Lawyer.

Seek counsel immediately to protect your rights.

Some legal claims expire quickly.



PA (PHRC): 180 Days

Federal (EEOC): 300 Days

NJ (NJLAD): 2 Years

Employment laws have strict filing windows. Waiting to see if things “get better” can accidentally cost you your right to take legal action.

Pregnancy discrimination is illegal — even if it is carefully disguised.

You do not have to choose between a
healthy pregnancy and your career.

If the explanation doesn't add up, it's worth a closer look.

You don't have to guess about your rights in NJ or PA. Our attorneys exclusively protect employees. We will help you understand the strength of your case and outline your safest path forward.

Contact Swartz Swidler LLC for a free, confidential legal consultation.

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