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Workplace Rights for Nursing Mothers

Breastfeeding workers had no rights several years ago, but now they have many according to the **ACLU**:

"Courts have recently begun interpreting Title VII of the Civil Rights Act to prohibit breastfeeding discrimination.

A different federal law, the **Break Time for Nursing Mothers** provision of the Affordable Care Act, requires employers to provide most hourly workers with as-needed breaks and private non-bathroom space to pump breast milk - this law also prohibits retaliation.

And over half of all states have laws that provide some breastfeeding rights at work.” (See Georgia’s stance on breastfeeding rights here.)

Facts:

- Women with children are the **fastest-growing segment of the workforce**. Today, more than **80% of new mothers** in the United States begin breastfeeding, and **6 in every 10** new mothers are in the workforce. But **fewer than 1/3** keep

breastfeeding for the recommended minimum of one year, a new survey finds.
- nbc.com

- Low-wage workers are **only half as likely** as middle-income earners to have access to the time and space needed to pump at work. Job loss can be devastating for these workers' families. - nih.gov
- In the last decade, two-thirds of **legal cases related to breastfeeding discrimination** ended in job loss, either because the worker was fired or forced to resign. - aclu.org

Breastfeeding discrimination **takes many forms**, including:

- denying pumping break requests from employees who are in pain and leaking milk;
- firing employees just for asking about breastfeeding;
- refusing to provide privacy, leaving workers to pump milk with their breasts exposed to coworkers, clients, and the public, at times in physically unsafe conditions;
- commenting on breastfeeding female workers "tits," comparing them to animals, and mooing at them.

If you have questions about your rights at work as a nursing mother or feel you have a breastfeeding discrimination claim with your employer, please call 404-487-0922 for a free confidential consultation with an experienced employment lawyer at Barrett & Farahany, LLP.

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Pregnancy and Your Workplace:
Know Your Rights
By Amanda Farahany, Managing Partner, Barrett & Farahany, LLP



When you learn that you are expecting a baby, you likely want to focus on your health and the well-being of your growing family. Unfortunately, your employer may not have the same perspective.

According to the U.S. Equal Employment Opportunity Commission (EEOC), "Pregnancy discrimination involves treating a woman (an applicant or employee) unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth." Despite laws that protect women from pregnancy discrimination, it is not uncommon. In the fiscal year 2018, for example, the EEOC received 2,790 charges of pregnancy discrimination. [Read more.](#)

Employment & Labor Lawyers in Atlanta Maternity Leave FAQs



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