





INDIANA  
COMMUNITY ACTION  
POVERTY INSTITUTE

# PREGNANT WORKERS FAIRNESS ACT

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 [institute@incap.org](mailto:institute@incap.org)

 [institute.incap.org](http://institute.incap.org)



# About the Institute

The Indiana Community Action Poverty Institute engages in research and promotes public policies to help Hoosier families achieve and maintain financial well-being.

# INDIANA COMMUNITY ACTION AGENCIES

**1 AREA FIVE AGENCY ON AGING & COMMUNITY SERVICES, INC. (AREA FIVE)**

1801 Smith St.  
Logansport, IN 46947  
(574) 722-4451  
or (800) 654-9421  
[WWW.AREAFIVE.COM](http://WWW.AREAFIVE.COM)

**2 AREA IV AGENCY ON AGING AND COMMUNITY ACTION PROGRAMS (AREA IV)**

660 N. 36th St.  
Lafayette, IN 47903  
(765) 447-7683  
or (800) 382-7556  
[WWW.AREAIVAGENCY.ORG](http://WWW.AREAIVAGENCY.ORG)

**3 BRIGHTPOINT**

227 E. Washington Blvd.  
Fort Wayne, IN 46802  
(260) 423-3546  
or (800) 589-2264  
[WWW.MYBRIGHTPOINT.ORG](http://WWW.MYBRIGHTPOINT.ORG)

**4 CENTRAL INDIANA COMMUNITY ACTION PROGRAM (CICAP) JOBSOURCE**

222 E. 10th St., Suite C  
Anderson, IN 46016  
(765) 641-6501  
[WWW.JS-CICAP.ORG](http://WWW.JS-CICAP.ORG)

**5 COMMUNITY ACTION OF GREATER INDIANAPOLIS (CAGI)**

3266 N. Meridian St.  
Indianapolis, IN 46208  
(317) 396-1800  
[WWW.CAGI-IN.ORG](http://WWW.CAGI-IN.ORG)

**6 COMMUNITY ACTION OF SOUTHERN INDIANA, INC. (CASI)**

1613 E. 8th St.  
Jeffersonville, IN 47130  
(812) 288-6451  
[WWW.CASII.ORG](http://WWW.CASII.ORG)

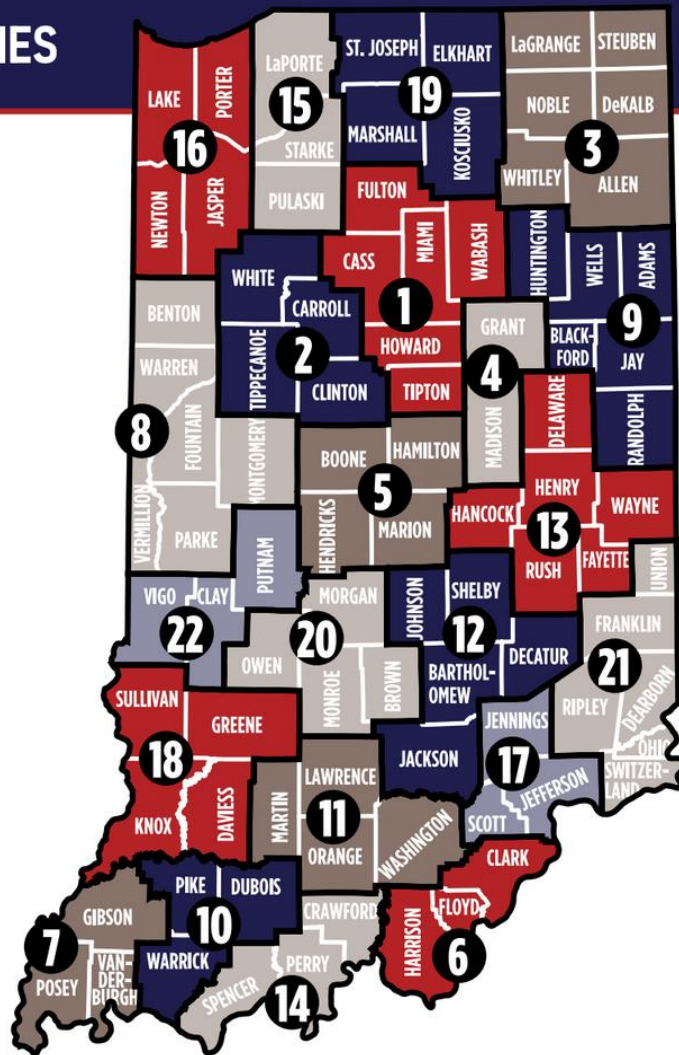
**7 COMMUNITY ACTION PROGRAM OF EVANSVILLE AND VANDERBURGH COUNTY, INC. (CAPE)**

401 S.E. 6th St. Suite 001  
Evansville, IN 47713  
(812) 425-4241  
[WWW.CAPEEVANSVILLE.ORG](http://WWW.CAPEEVANSVILLE.ORG)

**8 COMMUNITY ACTION PROGRAM, INC. OF WESTERN INDIANA (CAPWI)**

418 Washington St.  
Covington, IN 47932  
(765) 793-4881  
[WWW.CAPWI.ORG](http://WWW.CAPWI.ORG)

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Indiana Community Action Association works to strengthen the capacity of **Indiana's Community Action Agencies** to address community needs and poverty.

# THE BEGINNING



## Wage Gaps

All men = \$59,860

All women = \$46,238

Black women = \$42,527



## Wealth Gaps

Homeownership

Business Ownership

Retirement Savings

Student Loan Debt

Credit Terms



## Poverty

Men Overall = 11.4%

Women Overall = 13.7%

Women Who Gave Birth = 20.8%

**Wages, Wealth,  
and Poverty:**  
Where Hoosier Women Stand and  
Ways our State Can Close the Gaps

December 2017

Indiana Institute  
for Working Families  
A Program of INOVA

With Generous  
Support From  
WOMEN'S FUND  
OF CENTRAL INDIANA



# PREGNANT WORKERS IN THE WORKPLACE

- Pregnant women are in the workforce
  - 2 in 3 pregnant mothers stayed in the labor force in 2021 (Census, 2021)
  - 90 percent of them working through the final trimester (Census, 2021)
- Pregnant workers face discrimination and consider dropping out
  - 1 in 4 considered dropping out in 2022 (Bipartisan Policy Center, 2022)
  - 1 in 5 faced discrimination (Bipartisan Policy Center, 2022)

# THE COSTS OF LACKING PROTECTIONS

- Health Risks
  - Some accommodations necessary to protect maternal and fetal health
  - Indiana has the third highest maternal mortality rate nationwide (IU Public Policy Institute, 2022)
- The story of Jane Doe:
  - Pregnant and experiencing spotting during a shift at Walgreens
  - Asked to go to a doctor
  - Manager said no
  - She quit and saw the doctor, but she miscarried



## Pregnant Workers Health Impact Assessment

### 2019

The Kentucky Pregnant Workers' Rights Act (KYPWRA) (SB18) works to clarify that Kentucky law protects women who need reasonable modifications in the workplace due to their pregnancy. SB18 ensures all pregnant workers have equal access to safe and healthy working conditions. The Pregnant Workers Health Impact Assessment works to inform decision making around the policy as a measure to improve the health outcomes of Kentucky's pregnant workers and their developing children.



# HEALTH IMPACTS

01

Shift Work

02

Standing & Lifting

03

Hydration & Nutrition

04

Chemical Exposure

05

Restroom Breaks

06

Recovery & Lactation

# #ASKTHEWOMEN



## **“We don’t sit.”**

“...the first time around my boss was... she was due a month before me, had her baby a month before me. But yeah, she would come into my room and be like, ‘We don't sit.’” *Daycare teacher, Marion County*



## **“Basically Didn’t Treat Me Like a Human.”**

“I ended up quitting that job, actually, because there was no support, they did not understand weight restrictions or anything of that sort, or they didn't allow me to sit down and rest or take water breaks. Basically didn't treat me like a human,” *Hotel housekeeper, Grant County*



## **“I Bring in the Note, it Doesn’t Matter.”**

“Once you get to the end, you have appointments once or twice a week. When I bring in the note, it doesn't matter. You know, they didn't...they pointed me out. They didn't like it,” *Factory worker, Jay County*

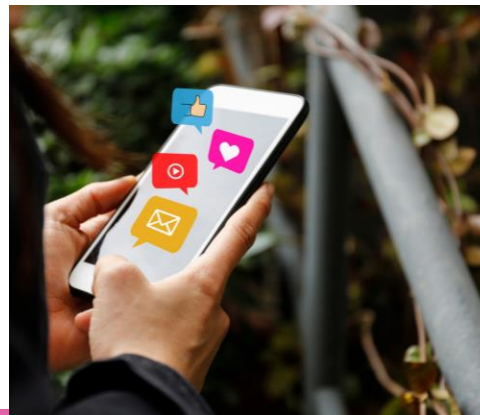




# SPREAD THE WORD!

No-one can claim rights they don't know exist. Spreading the word about the Pregnant Workers Fairness Act and supporting workers who need accommodations or who need to file a complaint is up to ALL OF US.

[tinyurl.com/PWFAMediaKit](https://tinyurl.com/PWFAMediaKit)



You have rights in the workplace!  
The Pregnant Workers Fairness Act **prevents** discrimination based on pregnancy, and all pregnant and postpartum workers to access reasonable accommodations in the workplace.

To learn more, visit:  
[www.dhs.gov/incap.org/pregnant-workers-fairness](https://www.dhs.gov/incap.org/pregnant-workers-fairness)

