



INDIANA  
COMMUNITY ACTION  
POVERTY INSTITUTE

# PREGNANT WORKERS FAIRNESS ACT

October 21, 2024



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

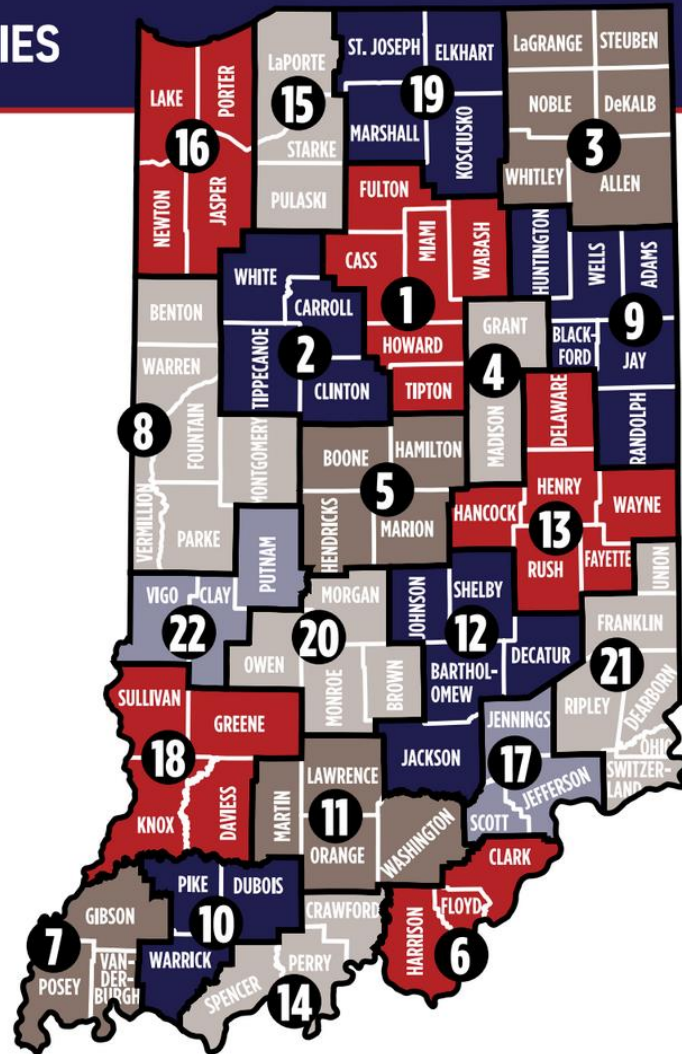
**5 COMMUNITY ACTION OF GREATER INDIANAPOLIS (CAGI)**  
 3266 N. Meridian St.  
 Indianapolis, IN 46208  
 (317) 396-1800  
[WWW.CAGI-IN.ORG](http://WWW.CAGI-IN.ORG)

**6 COMMUNITY ACTION OF SOUTHERN INDIANA, INC. (CASI)**  
 1613 E. 8th St.  
 Jeffersonville, IN 47130  
 (812) 288-6451  
[WWW.CASHI.ORG](http://WWW.CASHI.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.

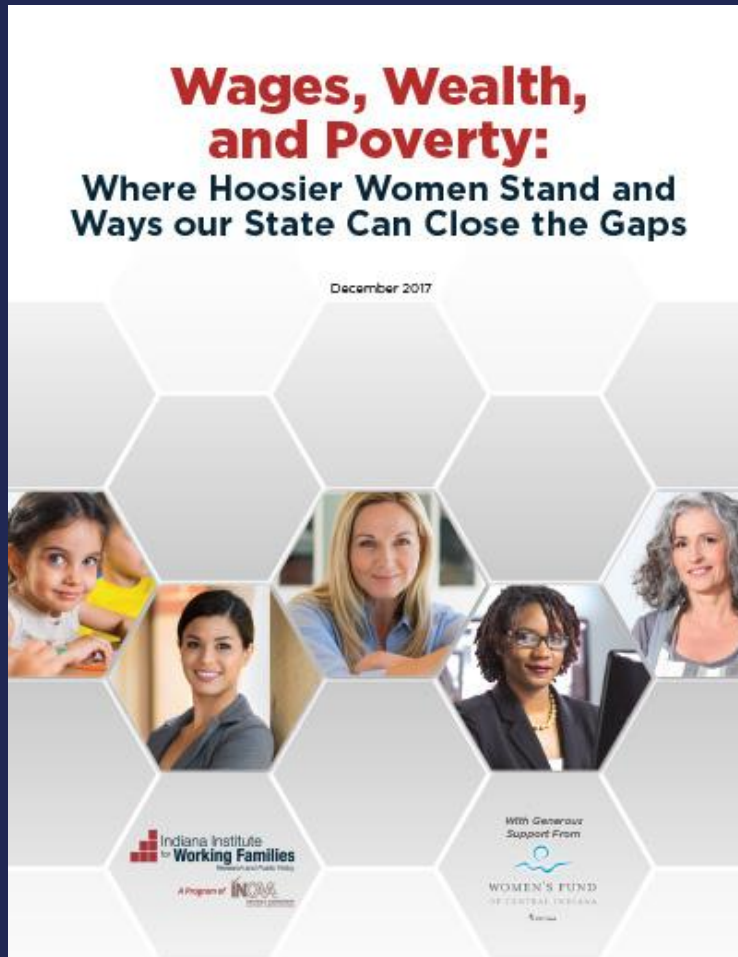
# WELCOME, INDIANA'S OCCUPATIONAL THERAPISTS!

Maternity care pathway stage	Examples of occupational therapists' role
Pre-conception	Enabling women to consider the implications of known physical or mental health conditions on pregnancy, birth and motherhood
The antenatal period	Fatigue management, preparing for a change in role, <b>workplace adjustments</b> , facilitating home adaptations
Intrapartum	Ensuring equipment is in place for a safe and dignified delivery
Postpartum	Supporting positive co-occupations between mother and baby, and enabling parents of infants who are premature, sick or unwell to support their baby's self-regulation and development
The first year of life	Enabling mothers to develop healthy routines for themselves, their baby and family, and promoting mothers' physical and mental health through a range of individual and group interventions

Source: Payne, S. (2019). The role of occupational therapists in the maternity care pathway. *Royal College of Occupational Therapists*. <https://www.rcot.co.uk/news/role-occupational-therapists-maternity-care-pathway>



# 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%

# #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*

# 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)



## 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





# SPREAD THE WORD!

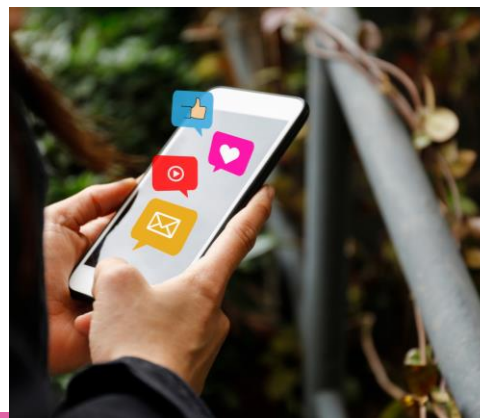
No-one can claim rights they don't know exist. Spreading the word about the Pregnant Workers Fairness Act and supporting workers who need accommodations or who need to file a complaint is up to ALL OF US.

## Media Kit:

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

## Support:

<https://www.facebook.com/groups/772120921607908>



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/department-of-labor/office-of-assistant-secretary-for-policy-and-evaluation/office-of-pregnant-workers-fairness](https://www.dhs.gov/department-of-labor/office-of-assistant-secretary-for-policy-and-evaluation/office-of-pregnant-workers-fairness)

