

## Pregnant Workers Fairness Act Social Media Tool Kit

Pregnant women in the workplace have the need for temporary job-related accommodation to maintain a healthy pregnancy. Policies supporting pregnant workers in the workplace are designed to protect women from being pushed to unpaid leave or being fired. In North Carolina, employers are not required to offer reasonable accommodations for pregnant workers, putting both workers and their unborn children at risk.

North Carolina's anti-discrimination law does not specifically include pregnancy, and there are no other protections in North Carolina law.

[The Pregnant Workers Fairness Act \(H.R. 1065\)](#) will ensure pregnant workers receive fair treatment at work. This legislation guarantees pregnant workers the right to receive reasonable accommodations for limitations related to pregnancy, childbirth, or related medical condition unless such accommodation would cause undue hardship on the employer.

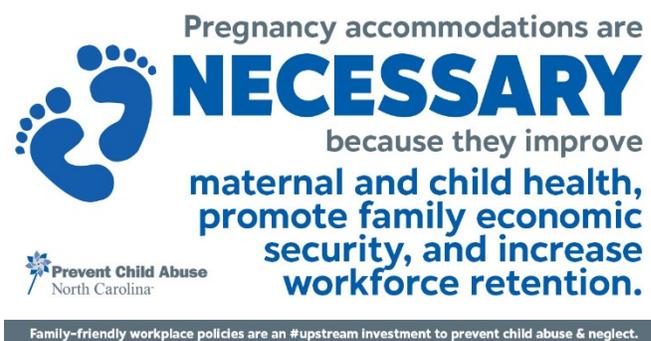
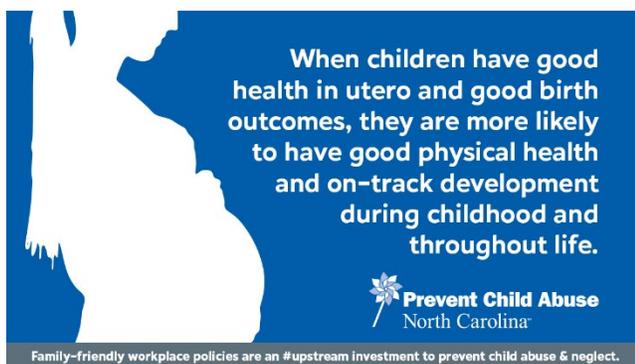
**We encourage you to use the following images and messaging to contact your elected officials on social media to let them you know you support the Pregnant Workers Fairness Act.**

[Find your REPRESENTATIVE](#)

[Find your SENATOR](#)



**For Twitter:**



- Family-friendly workplace policies improve the balance between work and family while ensuring family economic security. Tell Congress to pass the Pregnant Workers Fairness Act this #MothersDay. #ProtectPregnantWorkers
- Discrimination against pregnant workers is rampant, especially for low-income workers & mothers of color. Current laws aren't cutting it. Tell Congress to pass the Pregnant Workers Fairness Act this #MothersDay. #ProtectPregnantWorkers

- Going to work shouldn't mean risking your pregnancy. But that's the reality pregnant workers, especially women of color, are facing. We must #ProtectPregnantWorkers. We must fight to pass the Pregnant Workers Fairness Act!
- Pregnant workers remain vulnerable amidst a global pandemic & economic recession, as they overwhelmingly serve as frontline workers. Join us in calling on Congress to honor expectant mothers & #ProtectPregnantWorkers.
- The House of Reps can honor mothers this #MothersDay by bringing the Pregnant Workers Fairness Act to a floor for a vote without delay. Expectant mothers have been denied accommodations and pushed off the job for too long. #ProtectPregnantWorkers

## For Facebook:



Adopting reasonable pregnancy accommodations in the workplace will **enable women to continue working throughout their pregnancies** while ensuring their health and safety.

 Prevent Child Abuse North Carolina

Family-friendly workplace policies are an #upstream investment to prevent child abuse & neglect.



**85%** of all women will be **pregnant and employed simultaneously** over the course of their lives.

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- Family-friendly workplace policies improve the balance between work and family while ensuring family economic security. We must uplift the voices of thousands of pregnant workers who have been forced to jeopardize their health on the job or sacrifice their income. This injustice has gone on for too long—we need the Pregnant Workers Fairness Act. Our work is not over until this critical bill becomes law!
- Every policy we set should reduce financial pressures on families and increase the time and capacity for supportive family relationships. Thousands of expectant mothers are forced to choose between their paycheck and the health of their pregnancy. Join us in calling on Congress to pass the Pregnant Workers Fairness Act by writing your legislators—it's long overdue. <http://bit.ly/3qauLSM>
- Our policies can help to create the safe, stable environments that children need to thrive. The discrimination pregnant workers face has substantial, long-term economic impacts on women & families. For Mother's Day, join us in the fight to #ProtectPregnantWorkers by urging Congress to pass the Pregnant Workers Fairness Act. You CAN influence policy!
- The COVID-19 pandemic has only increased the need for clarity regarding employers' obligations to provide accommodations for pregnant workers. If we act now, we can make sure that families can keep moving forward, even during this difficult moment. Please support pregnant workers in your supporting the Pregnant Workers Fairness Act.