

Practice Areas

Pregnancy

When a woman becomes pregnant, state and federal laws prohibit her employer from engaging in discrimination because of pregnancy. Pregnancy discrimination is gender discrimination according to the law. California employment laws require employers with five or more employees to maintain a pregnancy leave policy that accommodates the needs of prospective mothers. This includes the need for leave because of pregnancy or pregnancy related condition. In addition, California's pregnancy discrimination laws provide a woman returning from pregnancy leave, the right to return to her position or a substantially similar position if she returns within the allotted leave time. Also, pregnancy discrimination laws provide that an employer subject to California's pregnancy laws must also provide a private area for its employees to express breast milk.

At Advantage Law Group, we assist employees throughout California in all areas of employment law. **We handle all types of employment matters related to pregnancy,** including:

- **Pregnancy/maternity leave**
- **Pregnancy discrimination**
- **Failure to reinstate**
- **FMLA claims**
- **Paternity leave**
- **Failure to accommodate**
- **Failure to accommodate for breast feeding**

In California, mothers and fathers have a right to reasonable employment leave to bond with newborn babies. During pregnancy, an expecting mother has a right to work in a workplace environment free from discrimination. This includes the right to reasonable work accommodations to express breast milk, as well as the right to pregnancy leave.

If you have been denied leave, lost your job while you were on leave, or have otherwise been denied your rights, Advantage Law Group can help. Our team of experienced **employment law attorneys** is dedicated to protecting employees throughout the state of California. If you need to speak with a California employment law attorney, we encourage you to **contact** our office. We have offices conveniently located in San Diego, Orange County and San Francisco.

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