



Legal Navigator Program
For Pregnant and Lactating Workers and Students

Pregnant and lactating workers and students are often discriminated against in their workplaces and schools. This discrimination may cause the mother to lose income, pregnancy-related health coverage and seniority. People who continue working without medically indicated accommodations risk their health and increase the likelihood of pregnancy complications. Employer failure to comply with lactation accommodations not only impairs return to work but also denies children benefits of breastmilk. Pregnancy and lactation should not prevent a woman from advancing educationally or professionally and should certainly not impair the economic stability of the mother or health of the baby.

The WLP Legal Navigator Program is focused on early intervention, education, and assistance to ensure more pregnant and lactating workers and students in Pennsylvania can maintain a healthy pregnancy and employment or education with minimal disruption.

HOW WOMEN'S LAW PROJECT CAN HELP

- Disclosure of pregnancy at work or school.
- Requests for pregnancy and/or lactation accommodations at work or school.
- Navigation of disability, sick, and leave policies.
- Preparations for return to work or school.
- Legal advice and/or representation if discrimination has already occurred.

Please refer to these helpful flyers below for more information. Each can be downloaded in pdf format.

- [Legal Navigator Program Flyer](#)
- [Know Your Rights: Pregnant and Lactating Students](#)
- [Know Your Rights: Pregnant and Lactating Students](#) (detailed)
- [Know Your Rights: Pregnant and Lactating Workers](#)
- [Know Your Rights: Pregnant and Lactating Workers](#) (detailed)