



## Pregnant Workers Don't Want Extra Attention, Study Finds

News

5.11.15

Rosemary Gousman was quoted on *NJ 101.5* on May 11, 2015. The article “Pregnant Workers Don’t Want Extra Attention, Study Finds” examined a study that found when a female worker becomes pregnant, she wants to be treated exactly the same as prior to pregnancy.

According to Rosemary, New Jersey has some of the best protections in place for pregnant employees.

The New Jersey Law Against Discrimination, Rosemary noted, was amended in 2014 to include workers dealing with pregnancy, childbirth and related medical conditions. Essentially, the change requires employers to “accommodate” pregnant employees.

“The statute actually defines some of the accommodations, and that could include bathroom breaks, breaks for increased water,” Rosemary said. “The employer has to give the employee that accommodation unless they can prove that it would be an undue hardship on the business operation.”

The revision affects employers of all shapes and sizes.

Pregnant workers and new mothers can also benefit from the federal and state leave acts, but they must be employed for a certain amount of time, and smaller employers are not included.

It is unlawful, meanwhile, for someone to lose their job over use of the Family and Medical Leave Act or the NJ Family Leave Act. Rosemary said there are certain circumstances in which companies can get around this, but for the most part, a pregnant person’s job is “guaranteed” upon return.

The laws in place are a win for moms-to-be, as long as the right people understand the law.

“The question is, who at the employer knows that there are rules that need to be followed?” Rosemary said. “Sometimes that doesn’t make it all the way down to the supervisors or the co-workers.”

To read the full article, please visit [\*NJ 101.5\*](#).

This article was picked up by [72.7 WUDM](#) on May 11, 2013.

---

Please reach out to our [Media team](#) for any news inquiries.

### ***Related People***



**Rosemary S. Gousman**

Partner

908.516.1060

[Email](#)