



**State of Illinois**  
Department of Human Rights

# DDHRR



## **PREGNANCY** and your **RIGHTS** in the **WORKPLACE**

**Are you pregnant, recovering from childbirth, or do you have a medical or common condition related to pregnancy?**

If so, you have the right to:

- Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent bathroom breaks, assistance with heavy work, a private space for expressing milk, or time off to recover from your pregnancy.
- Reject an unsolicited accommodation offered by your employer for your pregnancy.
- Continue working during your pregnancy if a reasonable accommodation is available which would allow you to continue performing your job.

**Your employer cannot:**

- Discriminate against you because of your pregnancy.
- Retaliate against you because you requested a reasonable accommodation.

# **PREGNANCY** and your **RIGHTS** in the **WORKPLACE**

It is illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable accommodation because of your pregnancy. For more information regarding your rights, download the Illinois Department of Human Rights' fact sheet from our website at [dhr.illinois.gov](http://dhr.illinois.gov)

Es ilegal que su empleador la despida, se niegue a contratarla o a proporcionarle una adaptación razonable a causa de su embarazo. Para obtener información sobre el embarazo y sus derechos en el lugar de trabajo en español, visite [dhr.illinois.gov](http://dhr.illinois.gov)



**For immediate help or if you have questions, call  
(312) 814-6200 or (217) 785-5100 or (866) 740-3953 (TTY)**

## **CHICAGO**

555 West Monroe St.  
Suite 700, Intake Unit  
Chicago, IL 60661  
(312) 814-6200

## **SPRINGFIELD**

524 S. 2nd St.  
Suite 300, Intake Unit  
Springfield, IL 62701  
(217) 785-5100

Learn more, contact IDHR, or initiate a charge at:

<https://dhr.illinois.gov>