

PREGNANCY DISCRIMINATION IN THE WORKPLACE

The Bipartisan Policy Center

Polling Presentation

FEBRUARY 2022



METHODOLOGY

This poll was conducted between February 4-6, 2022 among a national sample of 2,209 adults. The interviews were conducted online and the data were weighted to approximate a target sample of adults based on gender, educational attainment, age, race, and region. Results from the full survey have a margin of error of +/-2%, results among women (n=1,143) have a margin of error of +/-3%, and results among moms (n=302) have a margin of error of +/-6%.

What We Found To Be True From The Recent Data **From Moms**

20%

Of moms have **personally experienced pregnancy discrimination** in the workplace.

21%

Of moms have been **scared to tell an employer about a pregnancy** for fear of discrimination or retaliation.

23%

Of moms have thought about **leaving a job due to a lack of reasonable accommodation or fear of discrimination from an employer** during pregnancy.

What We Found To Be True From The Recent Data **From Adults**

13%

Of parents say their current or former spouse/partner has **experienced pregnancy discrimination in the workplace.**

12%

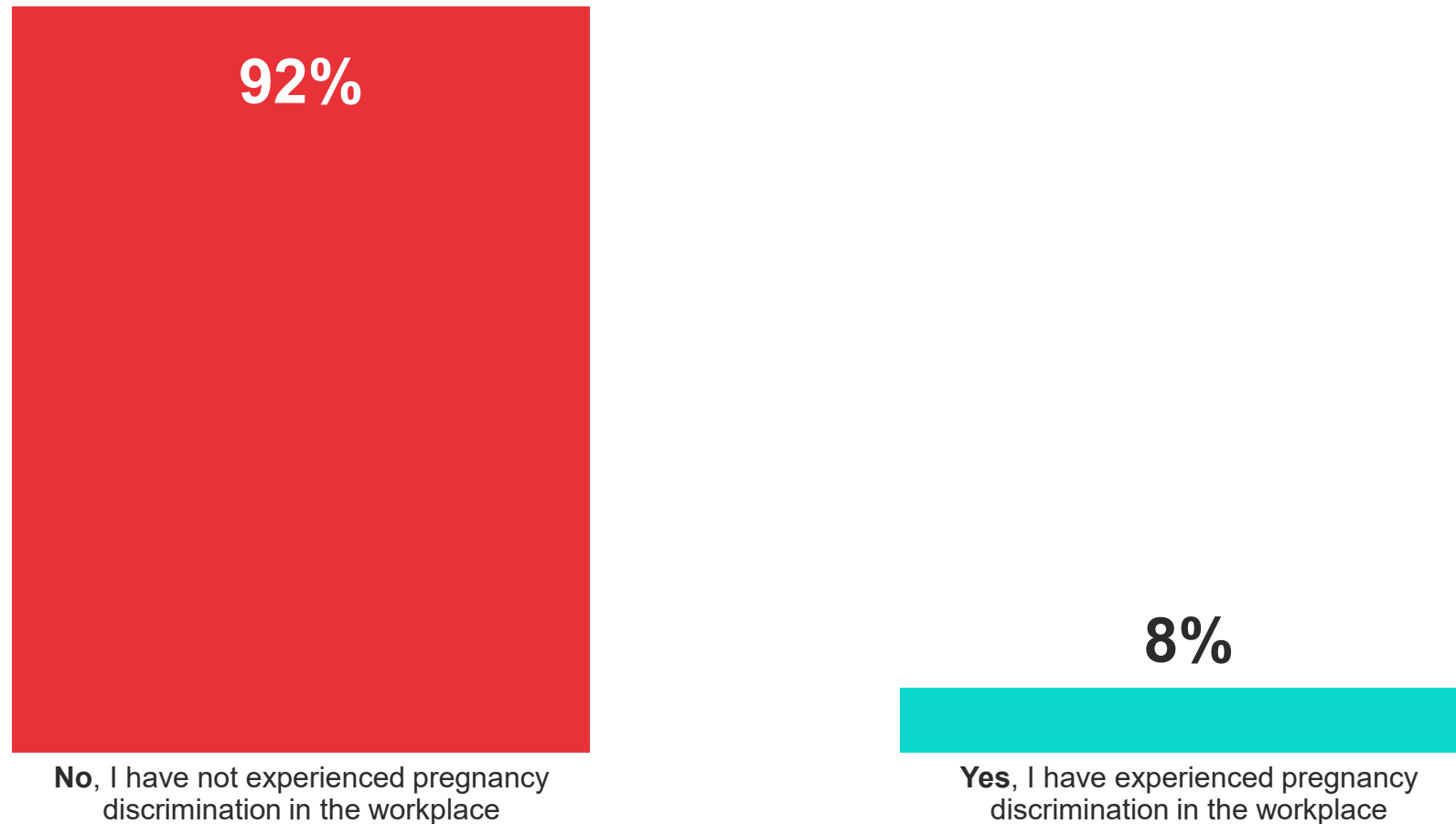
Of adults have **personally witnessed pregnancy discrimination in the workplace**, including 18% of millennial adults.

PREGNANCY DISCRIMINATION IN THE WORKPLACE

About a tenth (8%) of women have personally experienced pregnancy discrimination in the workplace.

Have you ever personally experienced pregnancy discrimination in the workplace?

WOMEN (n=1,143)

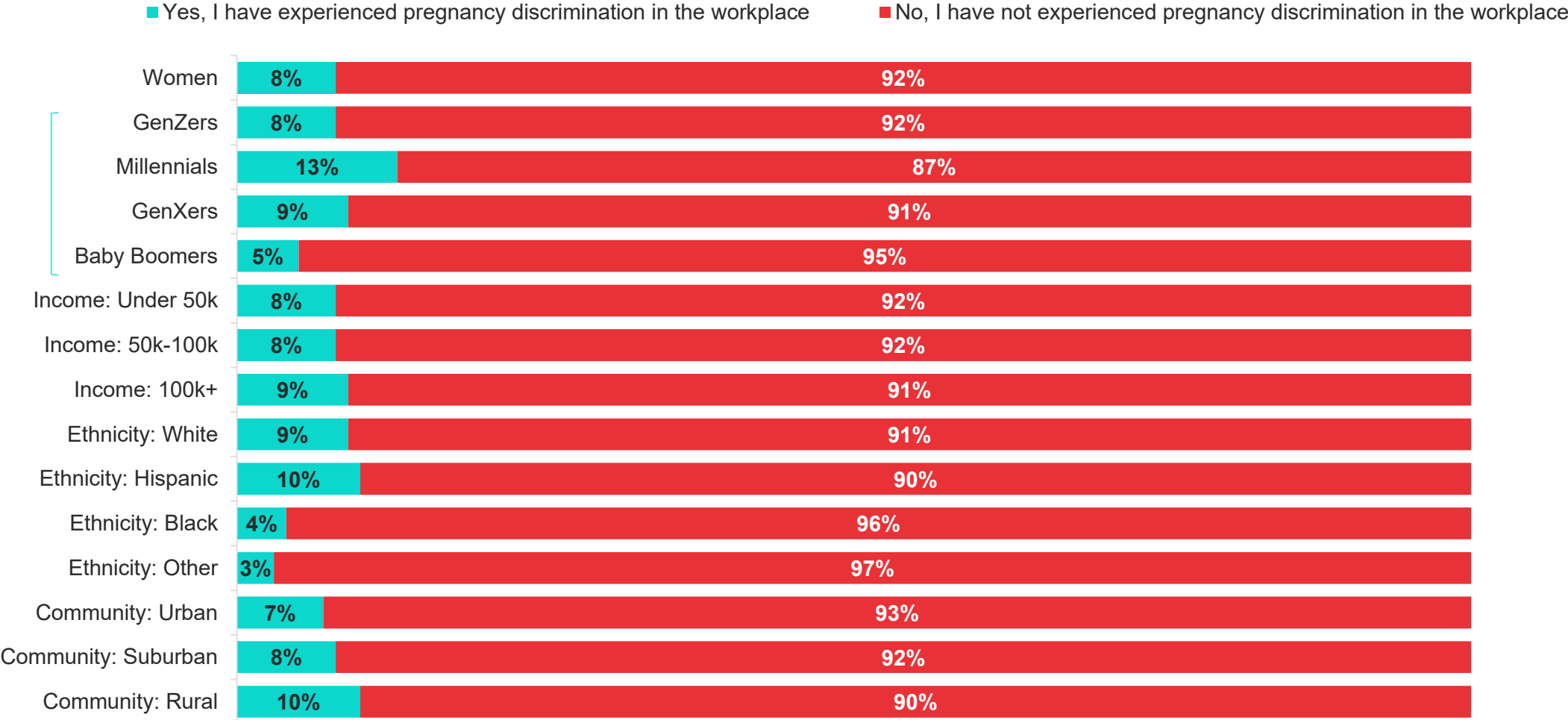


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Millennial women (13%) are more likely than women of other age groups to have personally experienced pregnancy discrimination in the workplace.

Have you ever personally experienced pregnancy discrimination in the workplace?

WOMEN (n=1,143)

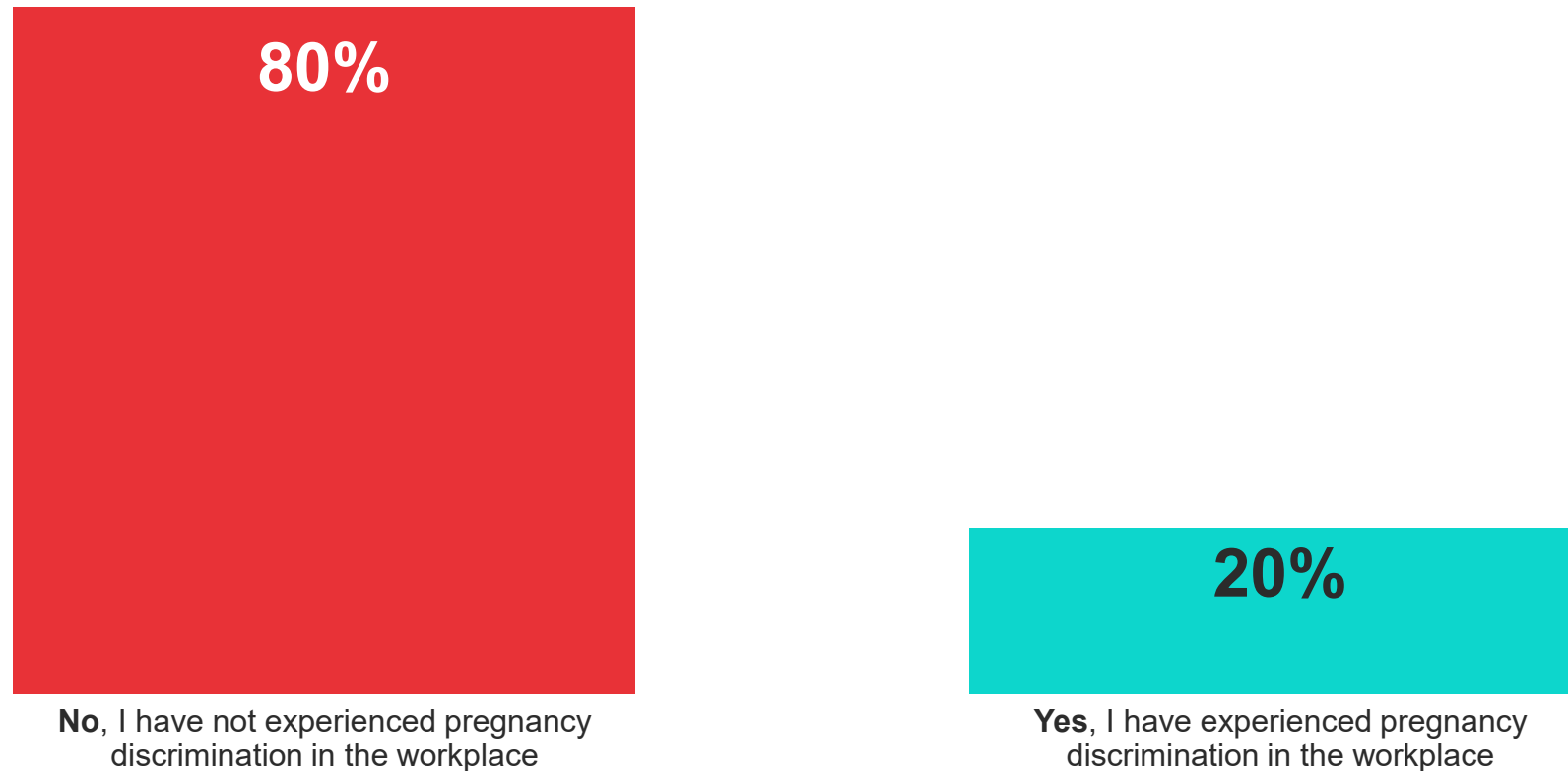


PREGNANCY DISCRIMINATION IN THE WORKPLACE

A fifth (20%) of moms have personally experienced pregnancy discrimination in the workplace.

Have you ever personally experienced pregnancy discrimination in the workplace?

MOMS (n=302)

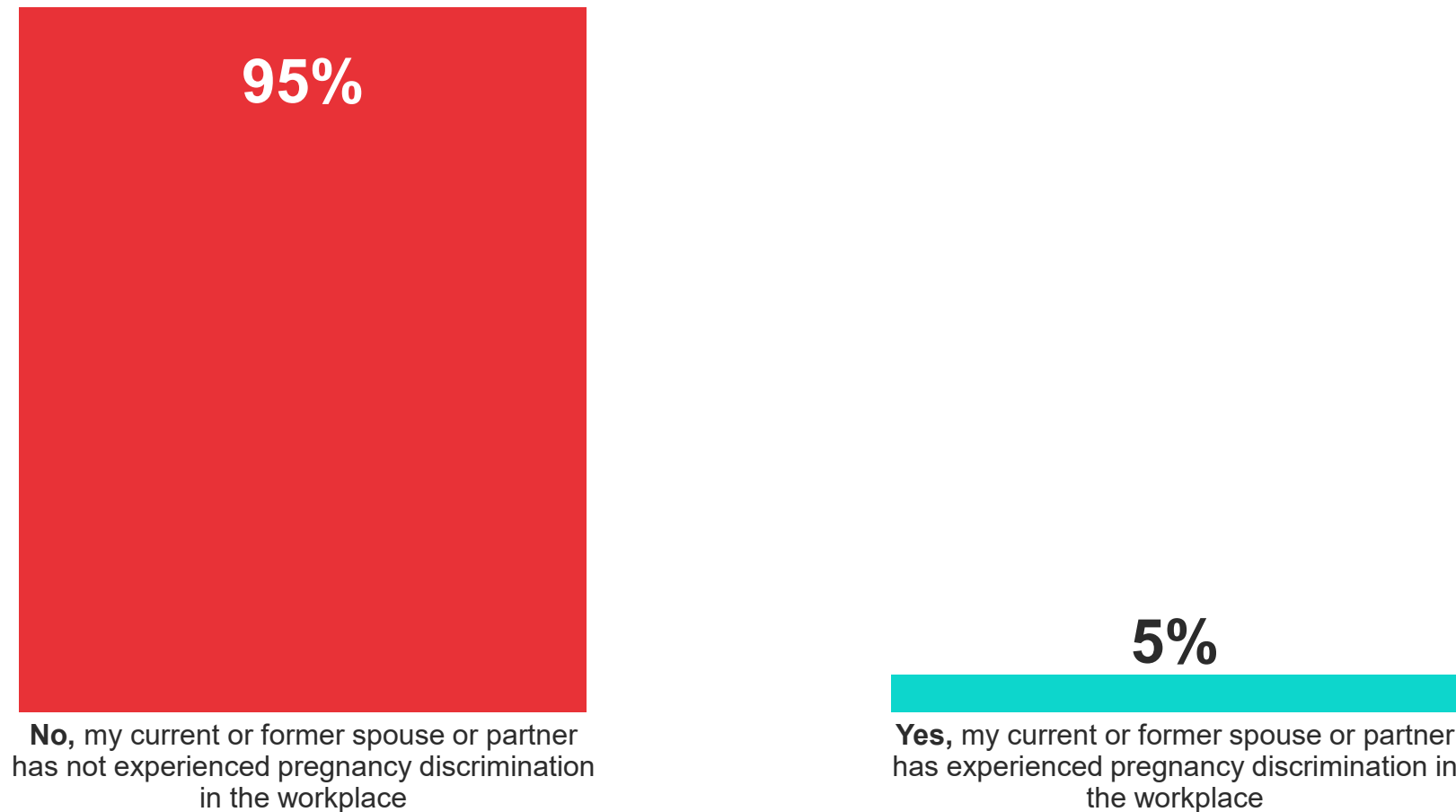


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Among all adults, 5% say their current or former spouse/partner experienced pregnancy discrimination in the workforce.

Has your current or former spouse or partner ever experienced pregnancy discrimination in the workplace?

ADULTS (n=2,209)

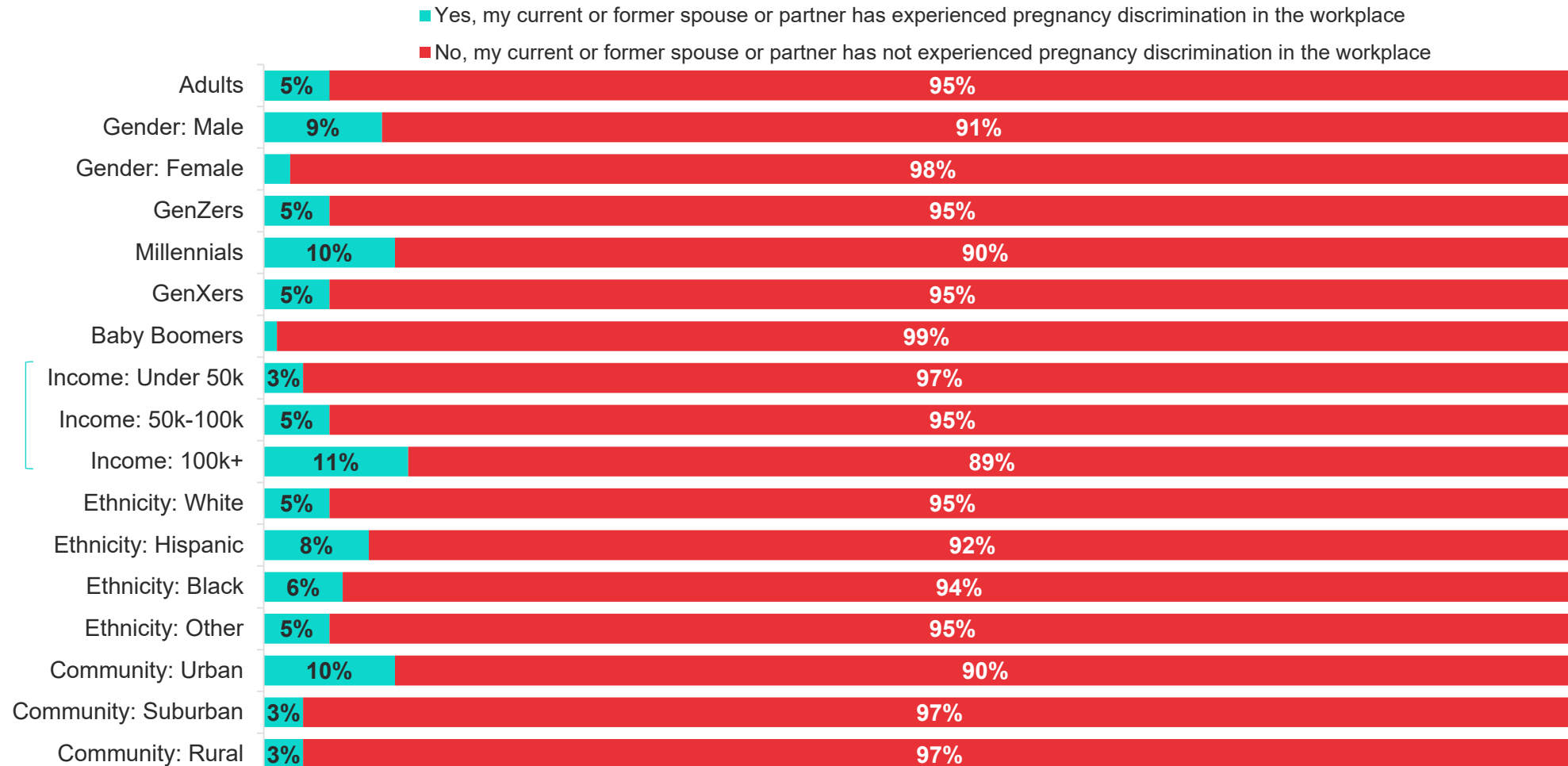


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Adults with a higher level of income are more likely to say their current or former spouse/partner has experienced pregnancy discrimination in the workplace.

Has your current or former spouse or partner ever experienced pregnancy discrimination in the workplace?

ADULTS (n=2,209)

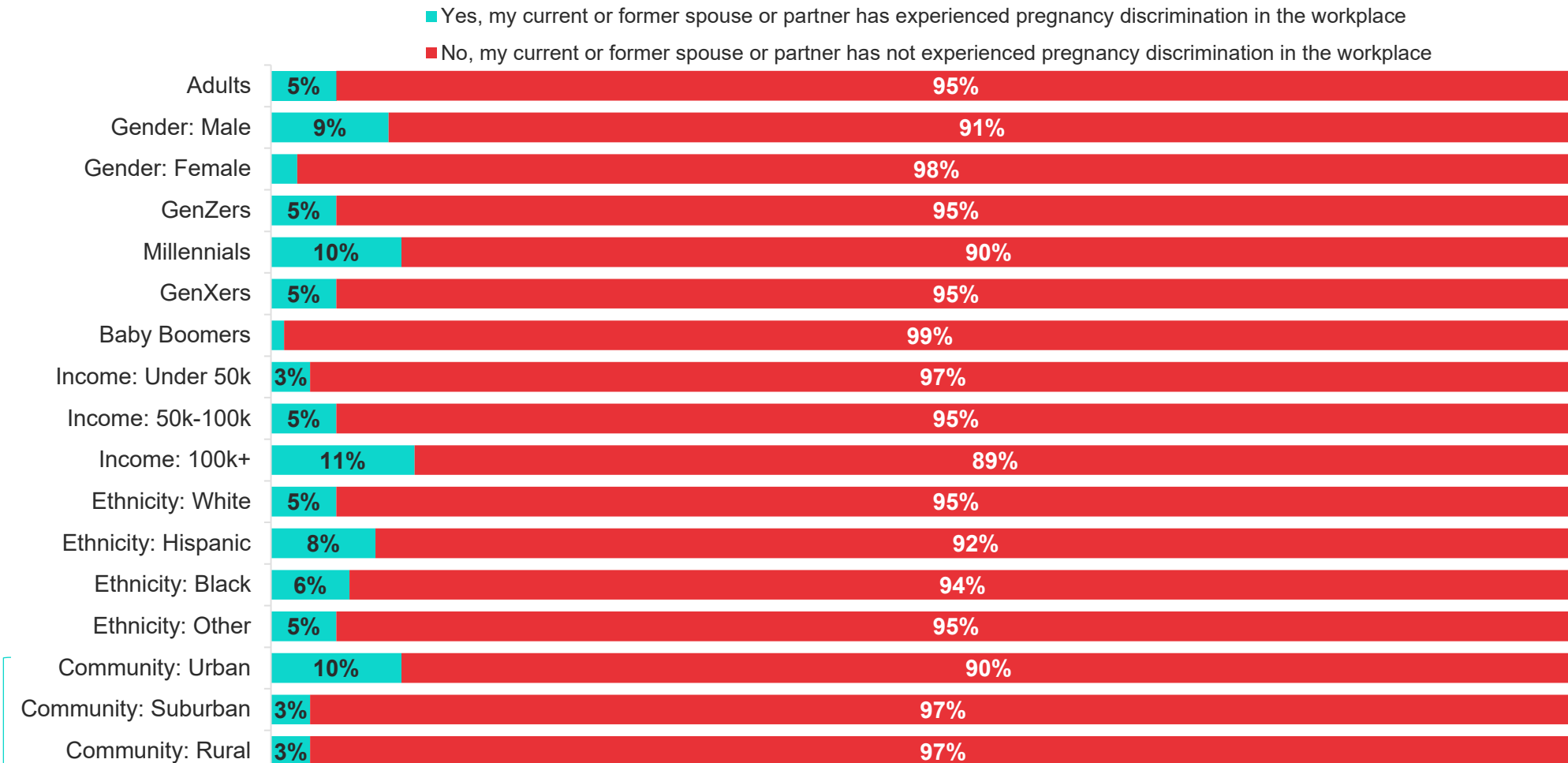


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Urban adults (10%) are more likely than suburban (3%) and rural (3%) adults to say their current or former spouse/partner has experienced pregnancy discrimination in the workplace.

Has your current or former spouse or partner ever experienced pregnancy discrimination in the workplace?

ADULTS (n=2,209)

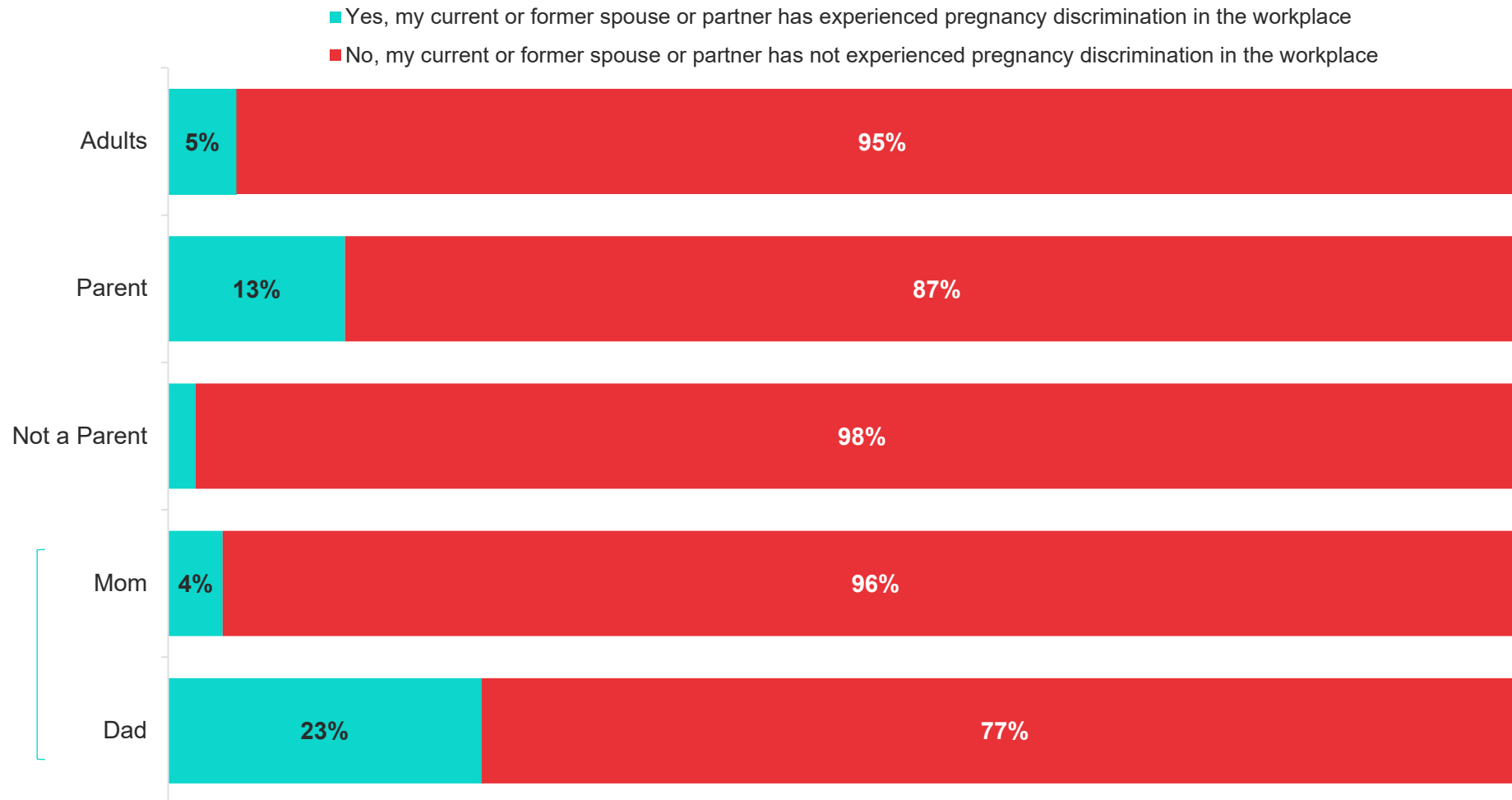


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Dads are five times more likely than moms (23% vs. 4%) to say their current or former spouse/partner has experienced pregnancy discrimination in the workplace.

Has your current or former spouse or partner ever experienced pregnancy discrimination in the workplace?

ADULTS (n=2,209)

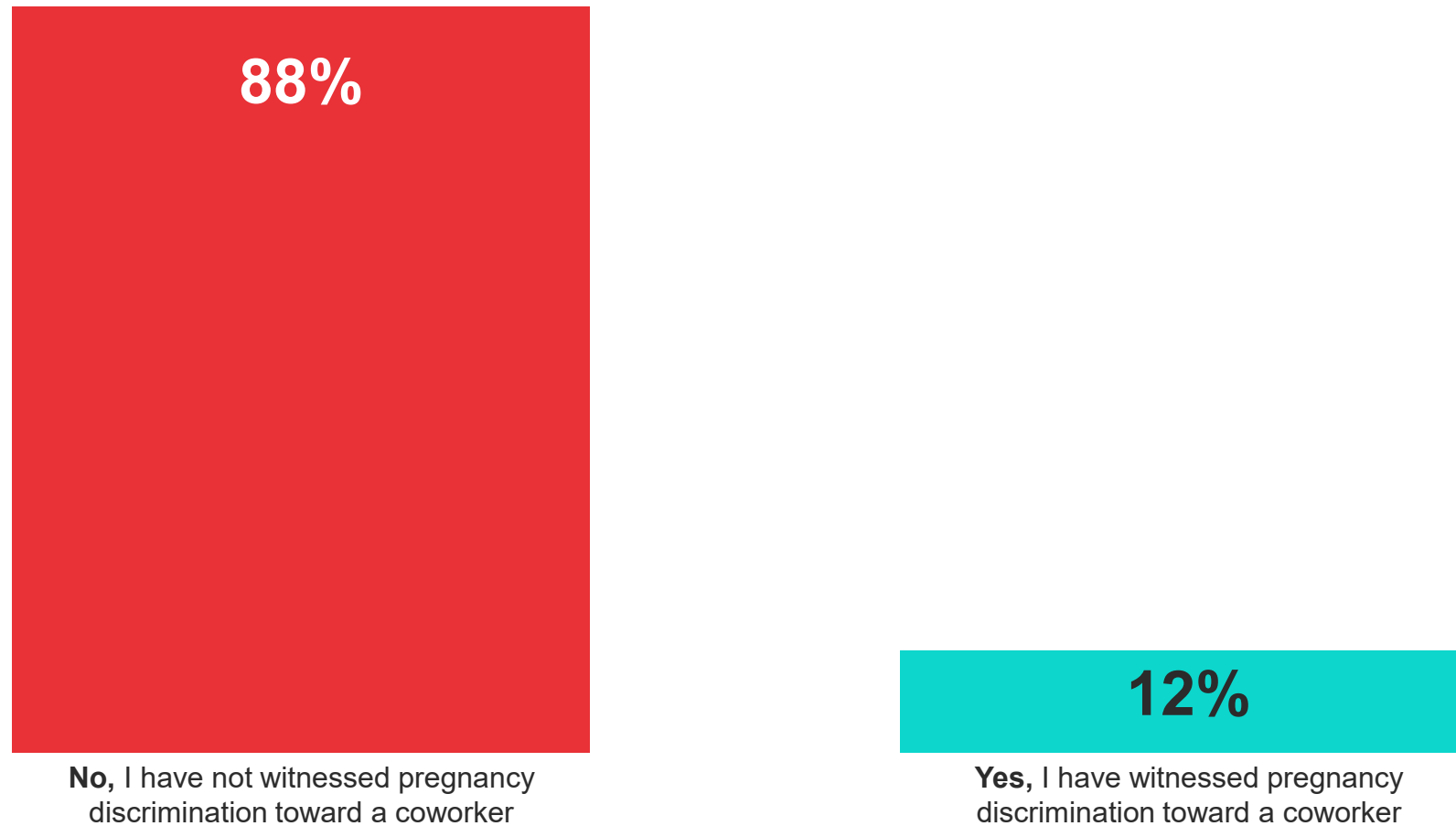


PREGNANCY DISCRIMINATION IN THE WORKPLACE

About a tenth of adults (12%) say they have personally witnessed pregnancy discrimination in the workplace.

Have you ever personally witnessed pregnancy discrimination in the workplace?

ADULTS (n=2,209)

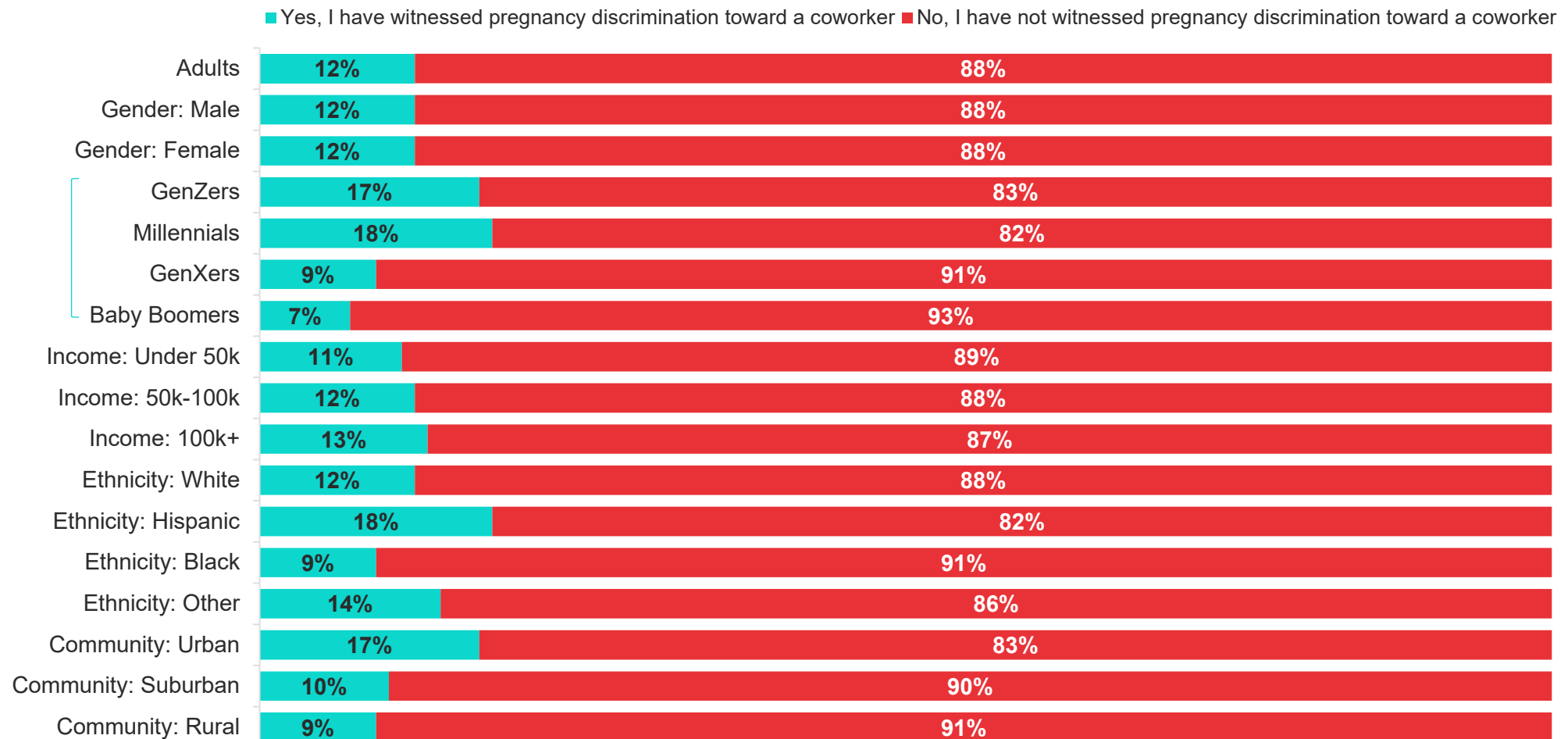


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Younger adults are more likely than older adults to say they have personally witnessed pregnancy discrimination in the workplace.

Have you ever personally witnessed pregnancy discrimination in the workplace?

ADULTS (n=2,209)

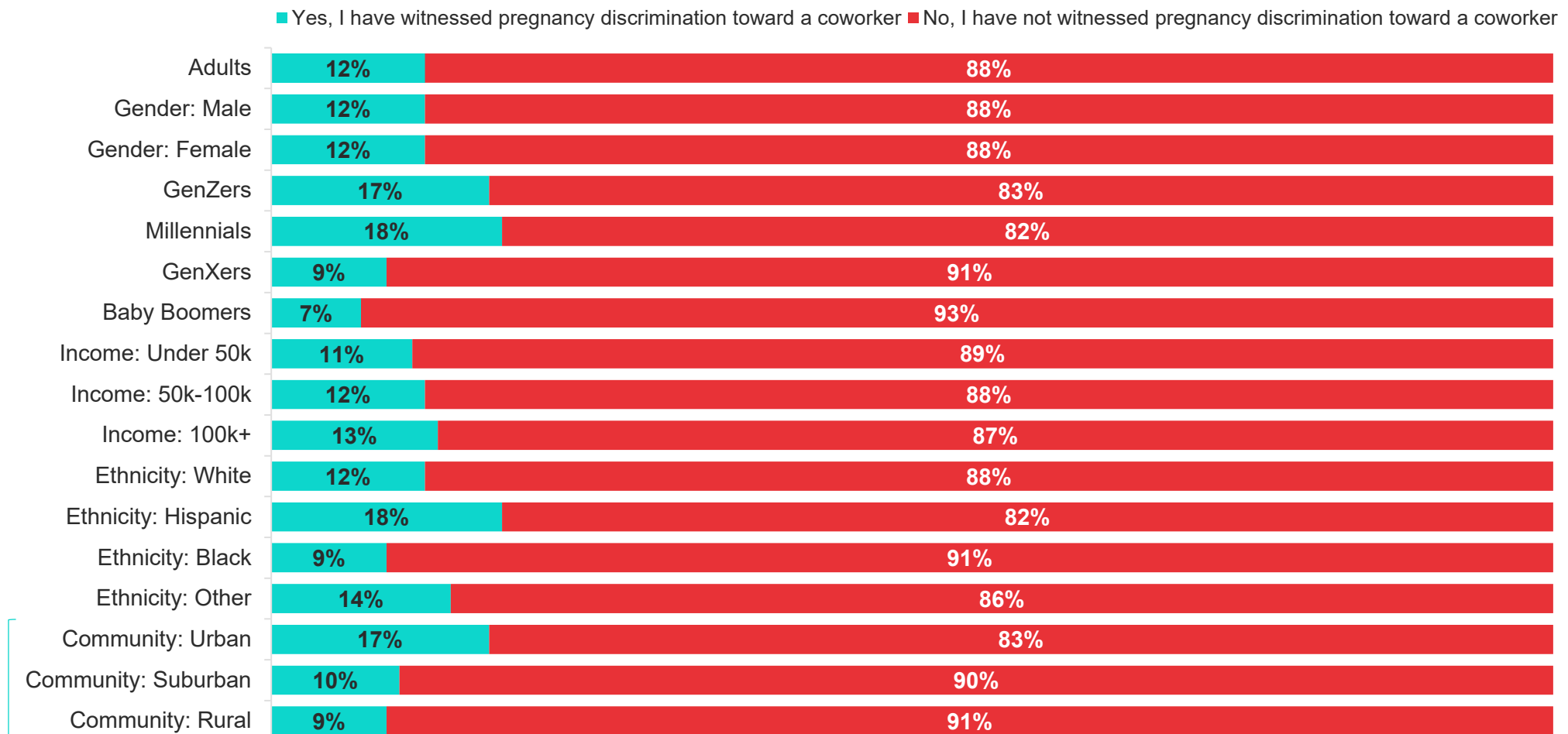


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Urban adults (17%) are more likely than suburban (10%) and rural adults (9%) to say they have personally witnessed pregnancy discrimination in the workplace.

Have you ever personally witnessed pregnancy discrimination in the workplace?

ADULTS (n=2,209)

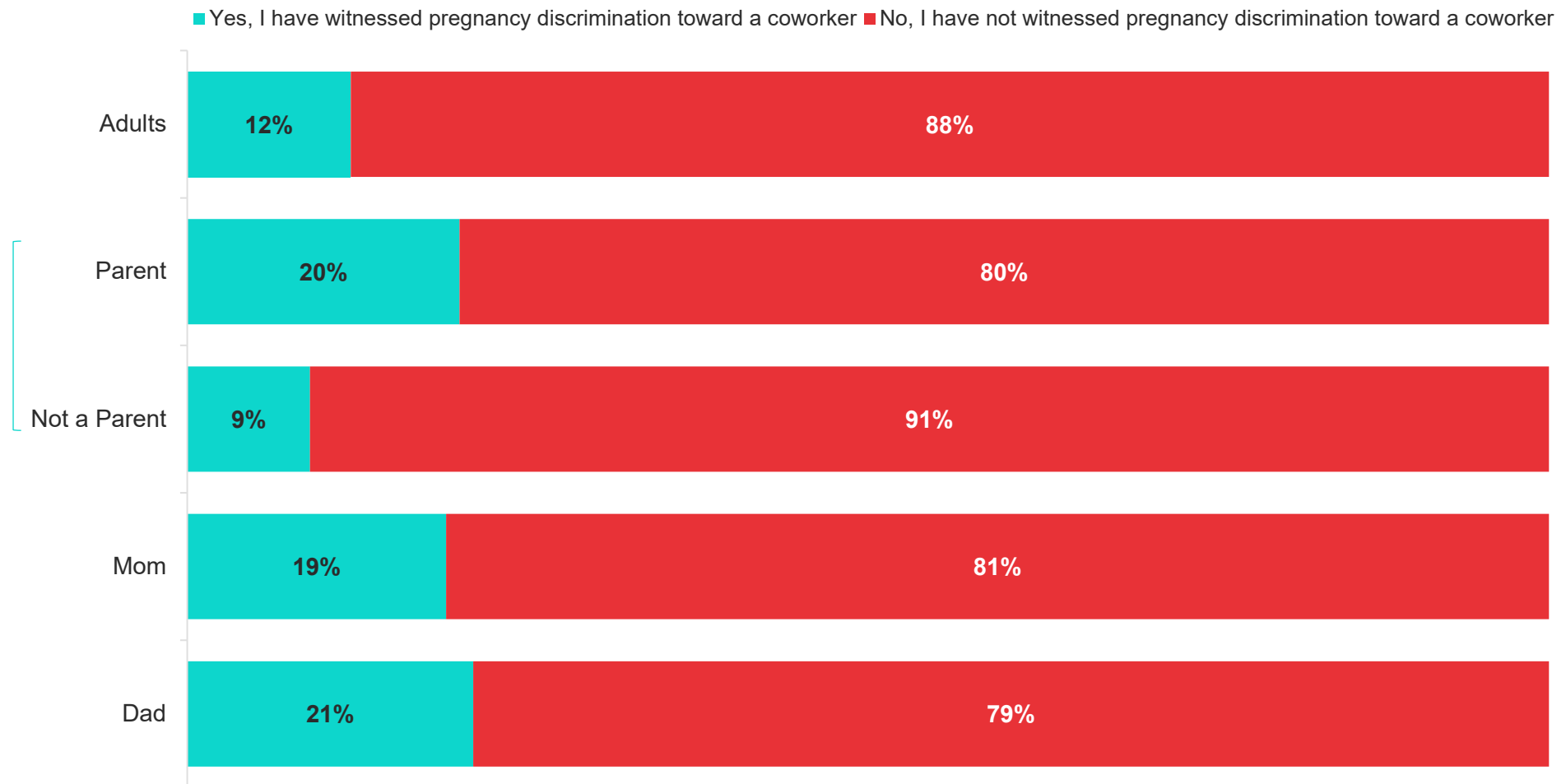


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Parents are twice as likely as adults who are not parents (20% vs. 9%) to say they have personally witnessed pregnancy discrimination in the workplace.

Have you ever personally witnessed pregnancy discrimination in the workplace?

ADULTS (n=2,209)

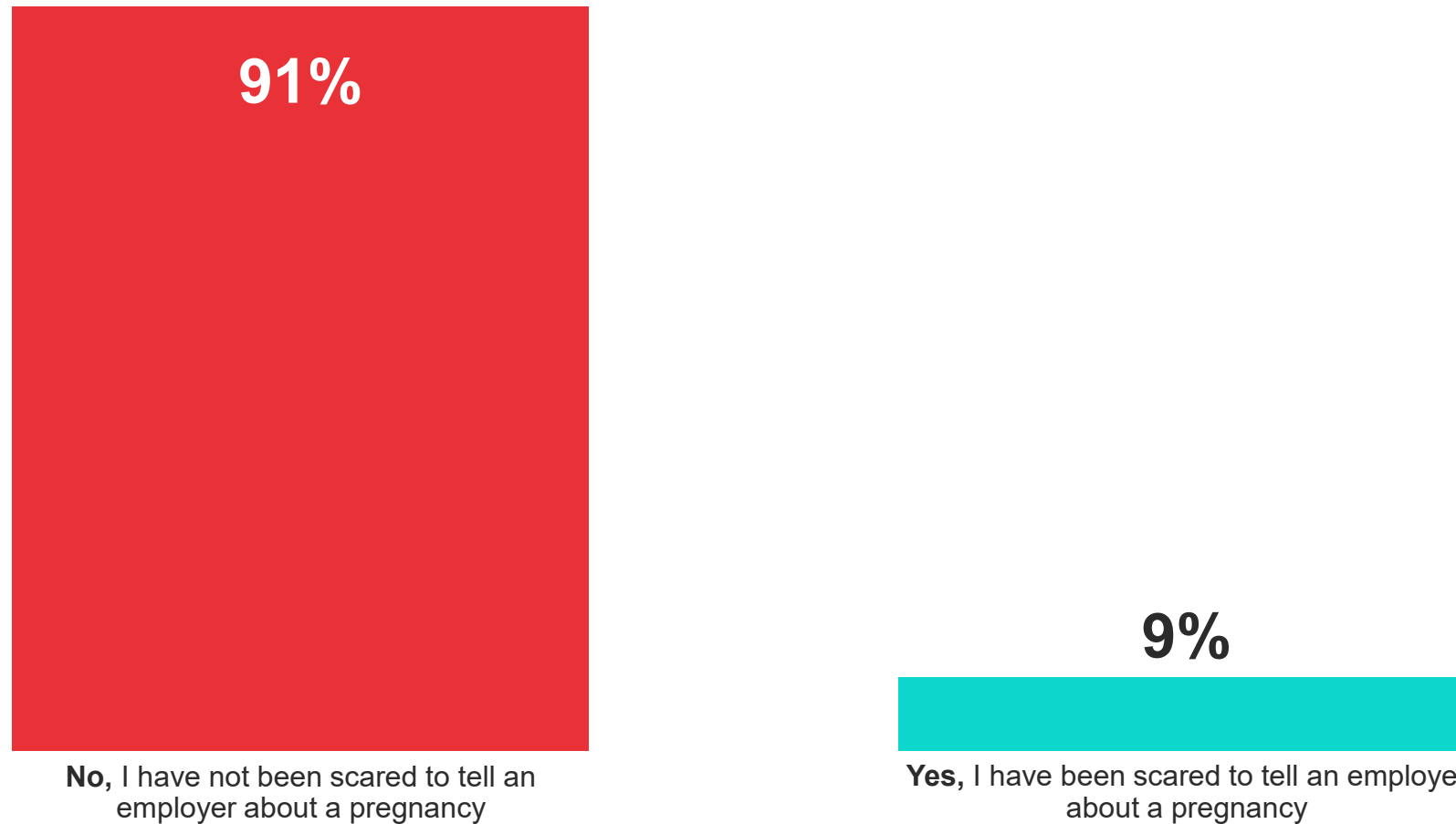


PREGNANCY DISCRIMINATION IN THE WORKPLACE

A tenth of women (9%) have personally been scared to tell an employer about a pregnancy for fear of discrimination or retaliation.

Have you ever personally been scared to tell an employer about a pregnancy for fear of discrimination or retaliation?

WOMEN (n=1,143)

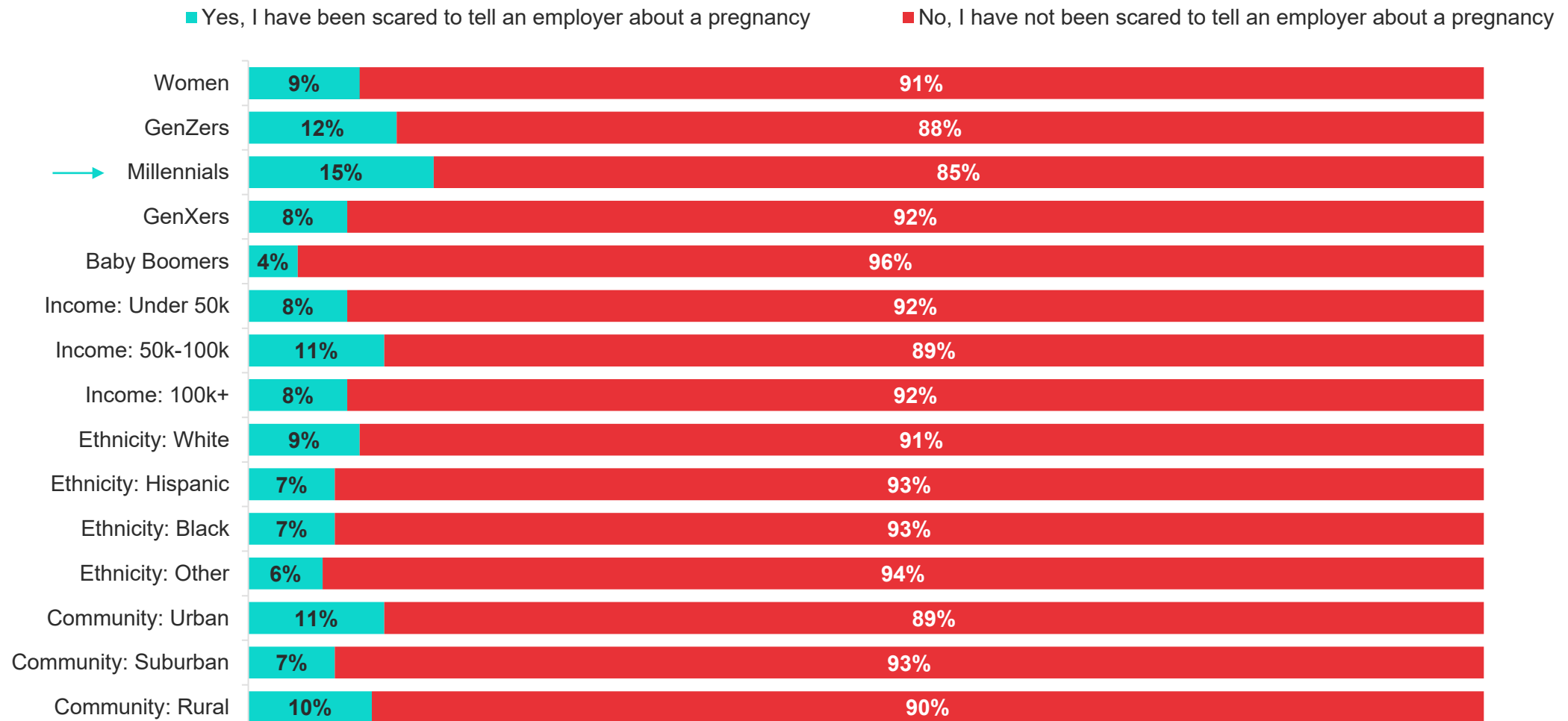


PREGNANCY DISCRIMINATION IN THE WORKPLACE

Fifteen percent of millennial women have personally been scared to tell an employer about a pregnancy for fear of discrimination or retaliation.

Have you ever personally been scared to tell an employer about a pregnancy for fear of discrimination or retaliation?

WOMEN (n=1,143)

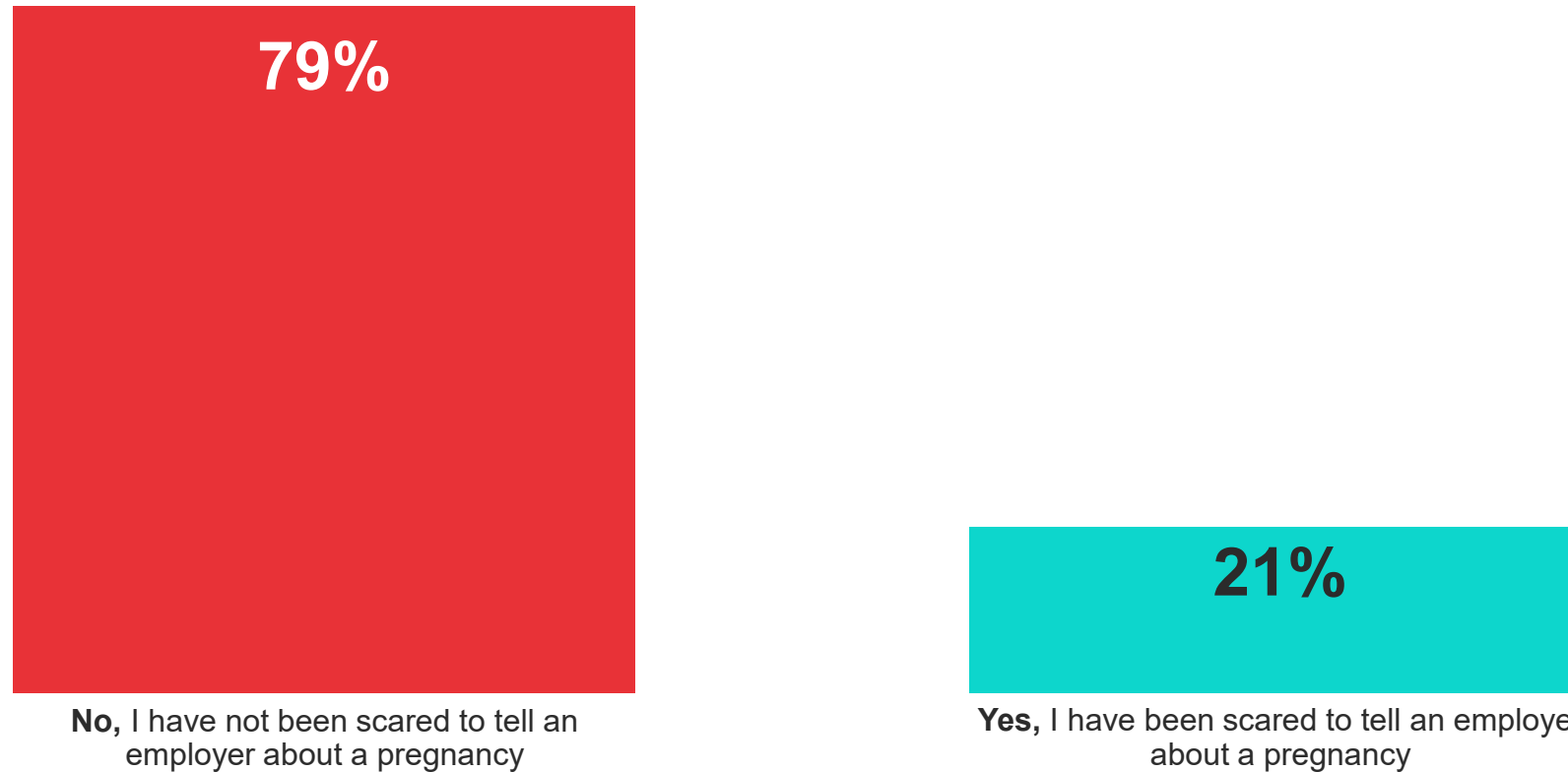


PREGNANCY DISCRIMINATION IN THE WORKPLACE

A fifth (21%) of moms have been scared to tell an employer about a pregnancy for fear of discrimination or retaliation

Have you ever personally been scared to tell an employer about a pregnancy for fear of discrimination or retaliation?

MOMS (n=302)

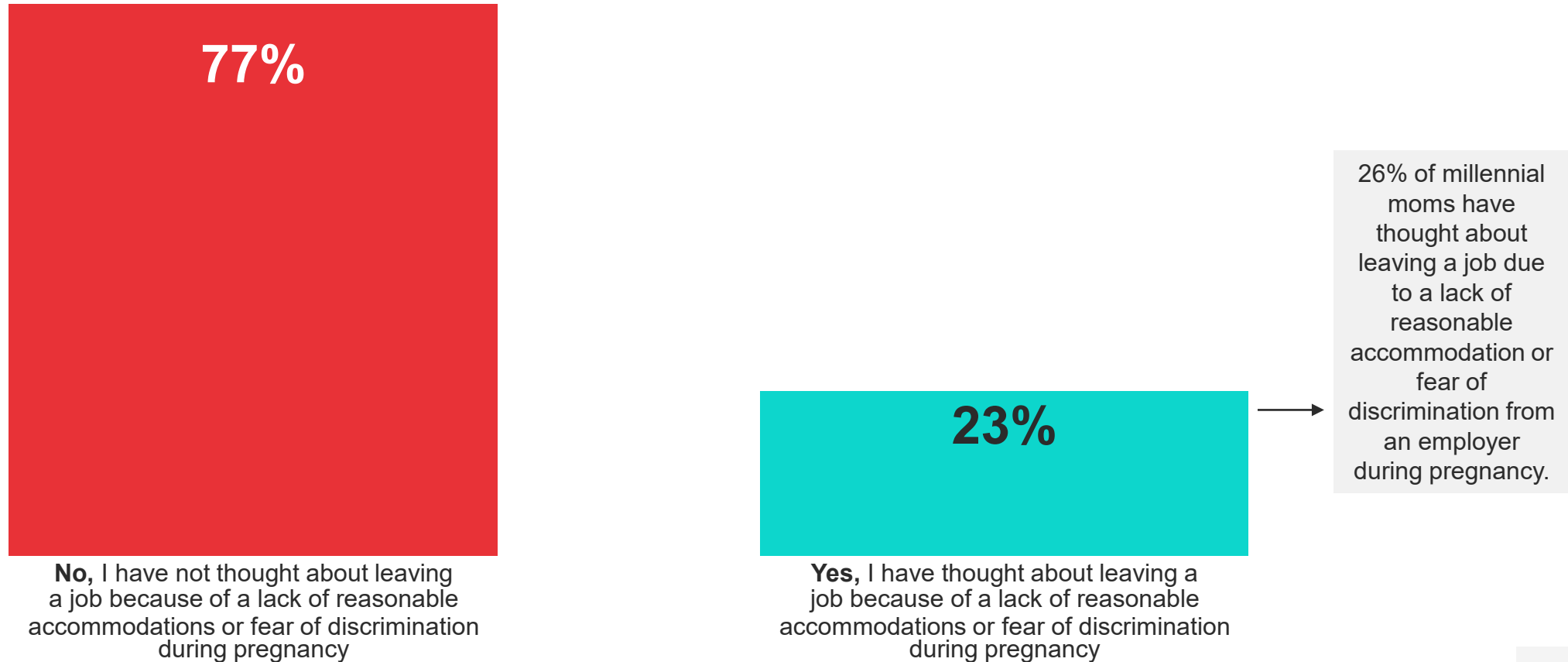


— PREGNANCY DISCRIMINATION IN THE WORKPLACE

About a quarter of moms (23%) have thought about leaving a job due to a lack of reasonable accommodation or fear of discrimination from an employer during pregnancy.

Have you ever thought about leaving a job due to a lack of reasonable accommodations or fear of discrimination from an employer during a pregnancy?

MOMS (n=302)





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