



Abortion, Pregnancy Loss & Your Rights at Work

It can be difficult to speak up for yourself at work, especially when it comes to abortion and pregnancy loss, but knowing your legal rights and where to go for support can help. Below is brief information about how to protect yourself and your job. For more information, visit our detailed [Abortion FAQ](#) at the QR code below or contact the Center for WorkLife Law's free legal helpline at hotline@worklifelaw.org or 415-703-8276.

Your Right to Privacy: It is your choice whether to tell your boss and coworkers about your abortion or pregnancy loss. However, if you request time off, you may need to provide a note from a healthcare provider. Federal law requires most employers to keep health information confidential. See our detailed [Frequently Asked Questions](#) at the QR code below for tips on protecting your privacy.

Your Right to Take Time Off: Most employees have the right to take time off to travel to and attend health appointments for abortion and pregnancy loss, as well as time off afterwards for physical and mental recovery. One of these laws may help:



Paid Sick Days

If you work in a state or locality that requires employers to provide paid sick days, you should be able to take a day or two off without saying the exact medical reason you need time off, and without providing a doctor's note.



Pregnant Workers Fairness Act

This law requires employers to provide "reasonable accommodations" to employees for pregnancy and related conditions like abortion and pregnancy loss. "Reasonable accommodations" include unpaid time off for medical care and recovery. If your employer asks you for a medical note, you can have your healthcare provider fill out our [certification form](#), which should not reveal that you had an abortion. If your employer asks for more information, contact our free legal helpline.



Americans with Disabilities Act

If your abortion is related to a disability (like cancer or depression), you may ask for time off for a medical appointment related to your disability, without saying you are pregnant. Your employer can ask for a medical note.

Your Right to Changes at Work: Most employees have the right to receive reasonable accommodations for abortion and pregnancy loss, such as more breaks or lifting restrictions.

Your Right to be Free from Discrimination and Harassment: In most circumstances, it is illegal for your employer to fire, harass, or penalize you because you had an abortion, miscarriage, or stillbirth. This applies in all states, including states that have abortion bans and restrictions.



Scan for more info!

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