

Helping Abortion Seekers at Work & School

Legal Rights to Time Off, Privacy, and Anti-Harassment

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In the post-*Roe* era, abortion seekers are facing barriers at work and school to accessing timely reproductive healthcare, and some are facing discrimination and harassment. Information and resources from Center for WorkLife Law at UC Law SF and the American Civil Liberties Union can help.

Writing work notes that protect your patient's privacy is critical.

- **Tell your patient:** If they have sick days under their state's law, they may have a right to take time off without a doctor's note. Call the WorkLife Law helpline, below, for info.
- **When appropriate, you may state that your patient needs time off for a medical appointment related to a disability.** If the abortion is related to a physical or mental health condition (e.g., cancer or depression), asking for time off under the ADA for treatment related to that other condition may better protect your patient's privacy.
- **If your patient does not have sick days or an underlying disability, you may need to disclose that they have a condition related to pregnancy or childbirth, but you do not have to mention abortion.** Use WorkLife Law's [Medical Certification Form](#) to certify your patient for leave or other accommodations under the Pregnant Workers Fairness Act (PWFA). Also check out these [Guidelines](#) for healthcare providers on writing work notes. To learn about the PWFA, check out this [Explainer](#).
- **If your identity or letterhead indicates that you are an abortion provider,** consider writing the work note without using your letterhead, or explore if another healthcare provider can write it. The PWFA permits a non-treating practitioner (e.g., a primary care doctor, nurse, or therapist) to complete the medical certification.

RESOURCES TO SHARE WITH ABORTION SEEKERS

- [Know Your Rights At Work](#)
- [Know Your Rights At School](#)
- **Free and confidential legal assistance** about work/school issues is available on the Center for WorkLife Law's legal helpline at hotline@worklifelaw.org or 415-703-8276.

REQUEST OUR FREE TOOLS



Use this QR code or [link](#) to request a **Guide to Writing Work Notes for Abortion** and **Distributable Palm Cards** for patients to learn about their legal rights at work and school.