

# HR Quiz



Test your answers with the ones below to learn what's true and what's false regarding the Pregnancy Discrimination Act.

1. An employer should treat a pregnant employee the same way they treat other employees with temporary disabilities.

**True.** If you allow employees with temporary medical conditions to arrive to work late because of their condition, or if you accommodate their lifting restrictions because of their disability, you should apply the same standards to a pregnant employee.

2. Employers can require an applicant to disclose if she is pregnant.

**False.** In order to avoid potential liability, you should not discuss an applicant's pregnancy if she is qualified and is able to perform the job.

3. It is legal to fire a pregnant employee because the employer believes the job will endanger her or her unborn baby.

**False.** As a general rule, you cannot legally fire a pregnant employee only because you are concerned about potential workplace hazards. If the employee is able to perform the job functions, your only course of action may be to notify her of potential hazards and encourage her to discuss them with her doctor to determine if she should continue working. If she does continue working, you should ask her to sign a statement acknowledging she is aware of any potential workplace hazards she is being exposed to in the workplace.

4. Employers can discipline pregnant employees for performance or attendance issues.

**True.** Although a pregnant employee is protected from discrimination, you do not have to tolerate poor performance or attendance simply because she is pregnant. However, it is important that you hold her to the same work standards as other employees. If her performance or attendance problems are related to her pregnancy, the Pregnancy Discrimination Act requires that you treat her the same as you would any other employee with a temporary medical condition.

5. The Pregnancy Discrimination Act applies to employers with 50+ employees.

**False.** The Pregnancy Discrimination Act applies to employees with 15+ employees. Many states have pregnancy discrimination laws that apply to employers with fewer than 15 employees. It is important that you are familiar with your state's requirements.

6. Under the Pregnancy Discrimination Act, employers must hire all pregnant applicants.

**False.** Under the Pregnancy Discrimination Act (PDA), employers are only prohibited from discriminating against "qualified" pregnant women. They are not required to hire someone just because they are pregnant.