



**It is unlawful for an employer to discriminate in terms of compensation, conditions, or privileges of employment because of pregnancy.**



Department of Fair Employment and Housing

- Contact DFEH by calling the toll-free number at (800) 884-1684 to schedule an appointment.

- Be prepared to present specific facts about the alleged discrimination or denial of leave.
- Keep records and provide copies of documents that support the charges in the complaint, such as paycheck stubs, calendars, correspondence, and other potential proof of discrimination.

Complaints must be filed within **one year** of the last act of discrimination.

DFEH will conduct an impartial investigation.

We are not an advocate for either the person complaining or the person complained against. We represent the State of California. DFEH will, if possible, try to assist both parties to resolve the complaint.

If a voluntary settlement cannot be reached, and there is sufficient evidence to establish a violation of the law, DFEH may issue an accusation and litigate the case before the Fair Employment and Housing Commission or in civil court. If the Commission or a court decides in favor of the complaining party, remedies may include reinstatement, back pay, reasonable attorney's fees, damages for emotional distress, and administrative fines.

For more information, contact DFEH toll free at  
**(800) 884-1684**

Sacramento area & out-of-state at **(916) 227-0551**  
TTY number at **(800) 700-2320**  
or visit our web site at [www.dfeh.ca.gov](http://www.dfeh.ca.gov)

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State of California  
Department of Fair Employment & Housing

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## Pregnancy Leave

The *Fair Employment and Housing Act* (FEHA) contains provisions relating to pregnancy leave. These provisions cover all employers with five or more employees. It is also unlawful for an employer to discriminate in terms of compensation, conditions, or privileges of employment because of pregnancy. In addition, there are certain leave and transfer protections and guarantees provided under the FEHA and the *California Family Rights Act* (CFRA).

All employers must provide information about pregnancy leave rights to their employees and post this information in a conspicuous place where employees tend to gather. Employers who provide employee handbooks must include information about pregnancy leave in the handbook.

### Leave Requirements

- An employee disabled by pregnancy is entitled to up to four months disability leave. If the employer provides more than four months of leave for other types of temporary disabilities, the same leave must be made available to women who are disabled due to pregnancy, childbirth, or a related medical condition.