

Abstract

As women continue to expand their presence in the workplace, there are more opportunities for discrimination against pregnant employees. This study surveyed 107 women who were at least 18 years of age to investigate their experiences of being pregnant at work. Each woman was a pregnant employee or had been a pregnant employee at some point in their past. All participants were volunteers. They were asked to complete a survey utilizing Likert Scaling about gender bias and workplace discrimination directed toward pregnant employees. The survey allowed the participants to share their perspectives regarding how pregnant women are treated or mistreated at work. This study evaluated perceived discrimination and attitudes regarding working while pregnant. It was hypothesized that discrimination against pregnant women continues to exist despite women's 60 year presence in the workplace. The presence of this type of discrimination was confirmed in the workplace, although it was not as high as it was thought to be. Ethnicity was also found to make a difference on women's opinions of whether or not pregnant women should work. The Hispanic/Latino women were the ones to agree most with this statement and the Blacks were the group that least agreed. The continuing presence of workplace discrimination toward pregnant women suggests the need for further research on ways to prevent and handle this type of discrimination.

Keywords: pregnancy, gender bias, workplace discrimination, sexism