

Adopt Reasonable Workplace Accommodations for Pregnant Employees

Think Babies™ NC Leadership Team



Supporting pregnant women at work reduces infant mortality, improves maternal and infant health, and reduces doctor and hospital visits. Adopting reasonable pregnancy accommodations in the workplace will enable women to continue working safely throughout their pregnancies.

WOMEN ARE WORKING THROUGHOUT THEIR PREGNANCIES

62%

of pregnant and new moms are in the labor force.

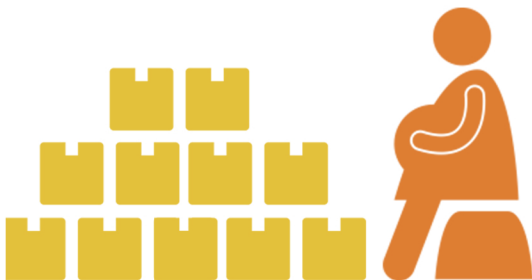


More women are continuing to work into the second and third trimesters of their pregnancy.

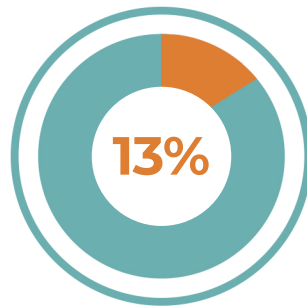


PREGNANCY ACCOMMODATIONS IMPROVE MATERNAL AND CHILD HEALTH

Physically demanding or stressful work increases risk for preterm birth and low birth weight.



13% of babies in NC are born preterm.



9.2% of infants in NC are born at a low birth weight.



PREGNANCY ACCOMMODATIONS PROMOTE FAMILY ECONOMIC SECURITY

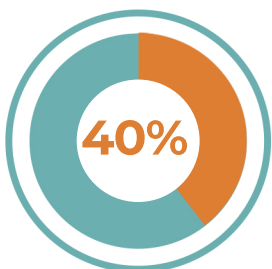
When pregnant women stop working, their families lose critical income at the time they can least afford it.



Pregnancy accommodations increase workforce retention, allowing mothers to provide financially for their growing families.



PREGNANCY ACCOMMODATIONS ARE GOOD FOR BUSINESS



of employers reported reduced worker's compensation and insurance costs after implementing pregnancy accommodations.

Replacing an employee permanently rather than providing short-term accommodations can cost as much as 5 times the employee's yearly salary.

