

# 8 KEY FACTS



Pregnancy  
Sickness  
Support

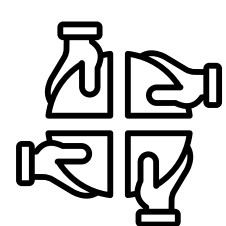
## HG & Employment

Important considerations for employees suffering from pregnancy related illnesses

PRODUCED IN PARTNERSHIP WITH



**Pregnant &  
Protected**



### 1 EQUALITY ACT

The Equality Act 2010, states that it is unlawful to treat someone unfavourably or discriminate against them in the workplace because of a protected characteristic. Pregnancy is a protected characteristics and it is against the law to treat a woman unfavourably because of her pregnancy or pregnancy-related illness.



### 2 PROTECTION

You are not covered by the protection the law offers unless your employer is aware of your pregnancy. If you suffer with HG, it is advisable that you tell your employer you are pregnant as soon as possible, so that support can be put in place and adjustments can be made.



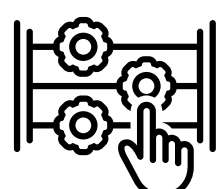
### 3 SICKNESS

Any sickness or time off due to a pregnancy related illness or condition, should be recorded separately to other absences. Any pregnancy-related absence should not be considered or used for any formal action, such as disciplinary or redundancy or this could be considered direct discrimination.



### 4 RECORDS

If you feel that you are being treated less favourably as a result of any pregnancy-related sickness, such as HG, you should keep records of any and all communications between yourself and your employer including details of any pregnancy-related sickness absence and reasonable adjustments.". In some cases making a Data Subject Access might be helpful, in order to obtain full records.



### 5 ADJUSTMENTS

Where necessary and required, employers must make reasonable adjustments for pregnant employees to enable them to carry on working whilst managing their pregnancy or any pregnancy-related illness This could mean working from home, flexible hours or reduced duties



### 6 COMMUNICATION

Open, honest and frank communication with your line manager or employer is the ideal situation but if this doesn't happen, it's important to speak up as early as possible. Share your concerns with your employer or HR, and state what they could do to assist you. If that does not work and you feel that you are still being treated unfairly then you may need to raise a formal grievance complaint.



### 7 SUPPORT

If you think you are being treated unfairly, you can get free support from our partners, Pregnant & Protected. They can advise you about your legal rights and options moving forward. Other organisations like Pregnant then Screwed, Citizens' Advice Bureau or ACAS could help too. Remember you can contact Pregnancy Sickness Support for emotional support at any time via our free helpline.



### 8 LEGAL ACTION

In some cases, it may be necessary to start legal action. Legal action should be a last resort as it can be time consuming and stressful. months less one day to bring a claim of discrimination. This time limit starts from the last act of discrimination, and therefore it is best to seek legal advice asap, so you don't miss your chance to make a claim, where all other options have failed.