

The Connecticut General Assembly



For IMMEDIATE RELEASE
August 30, 2017

Contact: Tess Koenigsmark
860-240-8790

Rep. Linehan Calls Out Cromwell for Pregnancy Discrimination

Law passed this year strengthens protections for pregnant workers

State Rep. Liz Linehan (D-Cheshire/Southington/Wallingford) criticized the actions of the Town of Cromwell in a case of alleged pregnancy-based discrimination, noting that new legislation taking effect October 1 is intended to prevent exactly these situations.

The American Civil Liberties Union (ACLU) has filed a pregnancy discrimination charge against the Town of Cromwell on behalf of Cromwell police officer Sarah Alicea. The expecting officer was forced into unpaid leave for the last four months of her pregnancy, when she says the town refused to temporarily modify her job duties.

“The discrimination described by police officer Sarah Alicea is a story many women know all too well. In 2017 employers continue to punish women for starting a family, and it is especially disappointing for a municipality to discriminate against pregnant employees,” **Rep. Linehan** said. “We all lose when women are unfairly sidelined at work. The costs to the woman and her family are tremendous, and it hurts our economy to push out productive employees. Unfortunately, this case is a perfect example of why we strengthened legal protections for pregnant women this year – the discrimination is still happening and we cannot afford to ignore it.”

Introduced by **Rep. Linehan** and other female legislators, [Public Act 17-118](#) was signed into law last month and takes effect on October 1 of this year. The law expands protections for pregnant women under Connecticut’s anti-discrimination law. It requires employers to provide reasonable accommodations for pregnant workers, and enumerates job modifications that would apply, such as being allowed to sit while working or take more frequent breaks.

It also prohibits limiting or segregating an employee in a way that would deny her employment opportunities due to her pregnancy and forcing a pregnant employee to accept an accommodation if she does not need one.

###