

Have you been discriminated against because you are a female “caregiver”?

Although federal EEO laws do not specifically prohibit discrimination against “caregivers,” there are many circumstances in which discrimination against caregivers may be unlawful discrimination. While “caregivers” are not a specifically protected category in any of the federal civil rights laws, protections against sex, disability, and age discrimination may intersect with an employees’ care-giving responsibilities.

The following are some of the common examples of discriminatory treatment of female caregivers that employees have identified:

1. female applicants, but not male applicants, are asked whether they were married or had young children, or about their childcare and other caregiving responsibilities;
2. deciding officials made stereotypical or derogatory comments about pregnant workers or about working mothers or other female caregivers;
3. the agency began subjecting a female employee to less favorable treatment soon after it became aware that they were pregnant;
4. although there was no change in work performance, a supervisor begins subjecting women to less favorable treatment after they assumed caregiving responsibilities;
5. female workers without children or other caregiving responsibilities receive more favorable treatment than female caregivers based upon stereotypes of mothers or other female caregivers;
6. the employer steers or assigns women with caregiving responsibilities to less prestigious or lower-paid positions;
7. male workers with caregiving responsibilities received more favorable treatment than female workers;
8. the employer takes a personnel action against a caregiver that is contrary to usual workplace policy;

If you think you have been discriminated against because you are a woman who is a “caregiver,” like any of the illegal activities above, you should immediately contact an attorney.

Remember: know your rights and protect them. If you think you have been a victim of discrimination, contact us at:

By: Daniel A. Katz – respond via email at dkatz@a-f.net

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For more information on your rights, click here,
<http://www.eeoc.gov/federal/fedprocess.html>