

# PARENTHOOD AND YOUR RIGHTS

Information for  
Parents-to-Be and  
New Parents

The information provided in this flyer is intended for informational purposes only and is not a substitute for legal advice. Laws may vary based on individual circumstances, and legal rights can change over time. If you have questions about your specific situation or need legal guidance, we recommend consulting with an attorney or legal professional.



## PREGNANCY DISCRIMINATION ACT OF 1978

Women affected by pregnancy or related conditions must be treated in the same manner as other applicants or employees who are similar in their ability or inability to work.

## FAMILY MEDICAL LEAVE ACT (FMLA) OF 1993

After working for an employer for 12 months or 1,250 hours, FMLA provides 12 weeks of unpaid leave for the birth or adoption of a child, or for pregnancy-related health conditions. FMLA allows you to return to the same job or an equivalent job after leave.



## PREGNANT WORKERS FAIRNESS ACT OF 2023

The Pregnant Workers Fairness Act (PWFA) requires a covered employer (who has 15 or more employees) to provide a "reasonable accommodation" to a qualified employee's known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." This act also covers the need to attend healthcare appointments related to pregnancy, childbirth, or related medical conditions.

## HEALTH INSURANCE COVERAGE



Under the Affordable Care Act, health insurance plans must cover prenatal care, childbirth, and post-partum care at no additional cost to the patient.

Under the COBRA Act, you can continue your health insurance after leaving your job, including during maternity leave, if you qualify.

# MORE RESOURCES AND CONTACTS



You could qualify for TennCare benefits based on household size and income. Call TennCare Connect at (866) 311-4287 to get help with the application, or call (866) 311-4287 to find a DHS Office near you where a trained staff person will help you apply.

If your income is too high to qualify for TennCare, then you may qualify for CoverKids. Apply over the phone by calling (855)-259-0701, apply online, or visit your local Department of Health webpage to find your local DOH office.

**COVER**  
**KIDS**



**TENNESSEE**  
**MATERNITY**  
**LEAVE ACT**

Employees who have been employed by the same employer for at least twelve (12) consecutive months as full-time employees, may be absent from such employment for a period not to exceed four (4) months for adoption, pregnancy, childbirth and nursing an infant.

Department of  
**Human Services**

**CHILD SUPPORT**  
**AND PATERNITY**

If you are having difficulty obtaining child support for your child(ren) or wish to establish paternity of your child(ren), the Department of Human Services can help. Use the [Child Support Office Locator](#) to find an office near you.

**THE EEOC PREGNANT  
WORKERS FAIRNESS  
ACT WEBINAR**

An Overview  
Video for Workers

PREGNANT WORKERS FAIRNESS ACT  
**AN OVERVIEW FOR WORKERS**  
May 21, 2024, 12:30 p.m. ET  
[www.EEOC.gov](http://www.EEOC.gov)

File a complaint with the TN Human Rights Commission by filling out the online complaint form, call (800) 251-3589, or visit the Human Rights Commission office in Nashville.



**FILING A  
DISCRIMINATION  
COMPLAINT**



TN Legal Aid  
Services offers  
[free legal help.](#)

**AFFORDABLE/  
FREE LEGAL AID  
AND RESOURCES**

**TENNESSEE  
BAR ASSOCIATION**

The Tennessee Bar Association has  
[helpful legal resources by region.](#)

**TITLE IX  
EDUCATIONAL  
PROTECTIONS**

A Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and parental status—in educational programs and activities.