

d. Pregnancy Discrimination

One of the larger societal changes in the 40 years since the passage of Title VII is the entry of women into the work force at all stages of childbearing and rearing. A woman hired as a server at a nine-state restaurant/brewery chain and promoted to supervisor and put on the management career path found that path blocked when she told her employer she was pregnant. Her management training was discontinued, she was removed from the management career track, and she was denied assignments and ultimately discharged. This case was settled for \$145,000, a positive letter of reference, and revised employment policies. *EEOC v. John Harvard's Brew House, Inc.* (E.D.N.Y. June 1, 2004). In another case, one of the nation's largest aftermarket autoparts retailers refused to let a pregnant assistant manager continue working after her doctor had imposed a pregnancy-related 30- pound lifting restriction on her. Evidence revealed that employees with temporary lifting restrictions not related to pregnancy had been permitted to work. *EEOC v. O'Reilly Automotive, Inc., d/b/a O'Reilly Auto Parts* (D. Kan. June 16, 2004) (\$50,000 in backpay and damages and a positive letter of reference).