PARENTAL STATUS

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According to the U.S. Equal Employment Opportunity Commission, Executive Order 13152 prohibits parental status discrimination.

In very basic terms, parental status is whether or not a person has a child or children. This includes being a biological parent, step-parent, adoptive parent, guardian, foster parent, custodian of a minor, non-gestational parent, or not a parent.

Parental status discrimination can occur to those with or without children. If you have children, discrimination based on your parental status could be in the form of having your hours cut, being denied a promotion, or being fired because of your parental responsibilities. Sadly, this is not an exhaustive list.

If you are not a parent and do not have children, you can still be discriminated against. Due to this parental status you could be assigned longer hours to take up slack for team members with parental responsibilities or could be assigned to different tasks. Again, this is not the only way discrimination could become evident.

The decision to become, or not become a parent is very personal. It should play no role in someone's work life.

Merriam-Webster defines parent (noun) as "one that begets or brings forth offspring or a person who brings up and cares for another.

DEI MONTHLY