

EEOC Guidelines on Caregiving Duties

The EEOC has issued new guidance on disparate treatment of workers with family caregiving duties. They list 20 examples which may violate Title VII or the ADA. Examples include refusing to hire a single parent of a disabled child while assuming caregiving responsibilities will interfere with the job, denying a male parent's request for leave for childcare duties while granting female employees requests, limiting a pregnant employees job duties based on stereotypes, denying women with young children employment opportunities available to men with young children.

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