



It is important that you know about these DC laws if you are pregnant, have a new child, and/or are breastfeeding.

DC Paid Family Leave (“PFL”) is available to private-sector employees who work in the District. Starting October 1, 2022,* PFL will cover a portion of your income for up to 12 weeks per year to bond with a new child, care for a family member with a serious health condition, or to care for your own serious health condition. Parental Leave provided by PFL applies to parents of a newborn, adopted child, foster child, and child for whom you legally assume parental responsibility.

Prenatal Benefits

In addition to the above parental benefits, if you are pregnant, PFL will provide you with up to two (2) weeks of paid leave per year to receive medical care related to your pregnancy.



For more information on how to apply visit dcpaidfamilyleave.dc.gov or scan the QR code.

**Claims filed prior to October 1, 2022, are not entitled to the expanded leave.*

The DC Human Rights Act and other laws protect public and private-sector employees who pump or breastfeed their babies. Employers must make reasonable efforts to:

- a. Provide reasonable daily unpaid breaks for employees to express milk; and
- b. Provide a sanitary space, other than a bathroom or toilet stall, for an employee to express milk privately and securely.

Additionally, the Protecting Pregnant Workers Fairness Act (“PPWFA”) requires employers to provide reasonable accommodations to employees whose ability to perform job duties is limited because of pregnancy, childbirth, breastfeeding or a related medical condition.

If you feel that you have been treated unfairly due to pregnancy or expressing milk, you can contact the Office of Human Rights at www.ohr.dc.gov, by scanning the QR code, or by calling 202-727-4559.

