Whereas, AMA Policy H-65.96, Principles for Advancing Gender Equity in Medicine, notes that the AMA opposes any exploitation and discrimination in the workplace based on personal characteristics (i.e., gender); and

Whereas, Findings from a study by Adesoye, Mangurian, Choo et al. on physician mothers and their experiences with workplace discrimination indicated that 77.9% of the respondents experienced some form of discrimination;¹ and

Whereas, Of these respondents, 66.3% of physician mothers reported experiencing gender discrimination and 35.8% reported experiencing maternal discrimination, which is defined as self-reported discrimination based on pregnancy, maternity leave, or breastfeeding;² and

Whereas, Employment laws, such as the Pregnancy Discrimination Act and the Title VII of the Civil Rights Act of 1964, protects individuals from discrimination based on protected class such as, sex, gender and pregnancy;³ and

Whereas, The Fair Labor Standards Act includes some breastfeeding protections;⁴ and

Whereas, Maternal discrimination was associated with higher self-reported burnout (45.9% in physicians experiencing maternal discrimination compared to 33.9% burnout in those not experiencing maternal discrimination);⁵ and

Whereas, Male physicians are increasingly expressing interest in flexible family leave and work options, yet female physicians continue to bear primary responsibility for caregiving and may face more challenges in aligning their career goals with family needs; and

Whereas, Conflicts between work and life responsibilities can have adverse consequences for women physicians; and

Whereas, Findings from a study by Templeton, Bernstein, Sukhera, et al. noted that women who are employed full time spend an additional 8.5 hours per week on childcare and other domestic activities;⁶ and

Whereas, AMA Policy H-405.954, Parental Leave, supports the establishment and expansion of paid parental leave; calls for improved social and economic support for paid family leave to care for newborns, infants and young children; and advocates for federal tax incentives to support early child care and unpaid child care by extended family members; and

Whereas, Assistance with lactation support and flexible scheduling, coupled with comprehensive parental leave policies, can foster work-life integration and help mitigate maternal discrimination in the workplace; therefore be it
RESOLVED, That the AMA encourage key stakeholders to implement policies and programs that help protect against maternal discrimination and promote work-life integration for physician parents, which may encompass pregnancy, parental leave, breastfeeding, and breast pumping.

(Directive to Take Action)

Fiscal note: Modest - between $1,000 - $5,000

Received: 3/5/2020

RELEVANT AMA POLICY

Principles for Advancing Gender Equity in Medicine H-65.961
Policies for Parental, Family and Medical Necessity Leave H-405.960
Support of Human Rights and Freedom H-65.965
9.5.5 Gender Discrimination in Medicine

References:


