

8.10: Case Study: DLS Engineering Associates Sued by EEOC for Pregnancy Discrimination

Federal Contractor Failed to Hire Pregnant Woman, Federal Agency Charges

JACKSONVILLE – DLS Engineering Associates, LLC, a federal contractor based in Virginia Beach, Virginia, violated federal law by rescinding a woman's job offer upon learning she was pregnant, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

According to the EEOC's suit, DLS offered a woman a position as an engineering logistics analyst in Jacksonville, Florida. After she told the company's vice president that she was five months pregnant, he rescinded her offer, explaining the company could not hire someone who was pregnant.

Pregnancy discrimination violates Title VII of the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act. EEOC filed suit in U.S. District Court for the Middle District of Florida, Jacksonville Division (EEOC v. DLS Engineering Associates, LLC, Case No. 3:21-cv-1214) after first attempting to reach a pre-litigation settlement through its conciliation process. The agency seeks back pay and compensatory and punitive damages for the applicant. The suit also seeks injunctive relief to prevent and correct pregnancy discrimination and training of DLS's managers and supervisors about federal equal employment opportunity laws.

"This case underscores the need for EEOC to continue its vigorous enforcement of the laws that protect all women from harmful discrimination," said Kristen Foslid, acting regional attorney for the EEOC's Miami District.

The EEOC's Miami District Office director, Paul Valenti, added, "A woman's decision to work while she is pregnant rests solely with her. The EEOC remains steadfast in its commitment to take legal action against those who engage in pregnancy discrimination by forcing that decision."

The Miami District Office's jurisdiction includes Florida, Puerto Rico, and U.S. Virgin Islands. For more information about pregnancy discrimination, visit <https://www.eeoc.gov/pregnancy-discrimination>.

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at www.eeoc.gov.

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