

Concord Chick-fil-A sued for half-baked hiring approach

The EEOC is suing a Chick-fil-A restaurant in Concord, alleging violations of the Pregnancy Discrimination Act that almost any savvy HR professional would have known to avoid.

The woman who sued was six months pregnant when she applied for a job at the restaurant. The owner asked several pregnancy-related questions during her interview—including when she was due to give birth and what child care arrangements she had made. The woman felt the owner's questions were inappropriate, but she said she answered them anyway because she needed the job.

Three days later, the owner called to say he couldn't hire her then, but urged her to call back after she gave birth and had child care lined up.

The EEOC lawsuit seeks back pay for the woman, plus compensatory and punitive damages.