



Equal vs. Special Treatment in Pregnancy, Human Resource Executive ft. Philip Voluck

Philip Voluck, managing partner of KD's Pennsylvania office, is quoted in a Human Resource Executive article published on April 27, 2015. In the article, Philip discusses the results of a study, "Professional Image Maintenance: How Women Navigate Pregnancy in The Workplace," published by The Academy of Management Journal.

This focus on equal treatment seems in keeping with what Philip Voluck, managing partner in the Blue Bell, Pa., office of Kaufman Dolowich & Voluck, sees in the latest legal rules and rulings, and in his own practice. Asking the female attorneys in his office to weigh in on the AOM study, he says, "confirmed the findings." "Just because they request the accommodation [his office grants three months' maternity leave], doesn't mean they're not scared and apprehensive about the status of their jobs, like who's handling their cases while they're out," Voluck says. "They know it's a delicate balancing act."