

## **Pregnant Workers Protection Policy**

The University, in compliance with the Pregnant Workers Fairness Act and the Elliott-Larsen Civil Rights Act, provides reasonable accommodation and workplace protections to employees who have become pregnant during the course of their employment. The interactive process will be used to determine what, if any, reasonable accommodation can be provided.

### **Protections**

Employees affected by pregnancy, childbirth, or a related medical condition must be treated in the same manner as employees not so affected but similar in their ability or inability to work. The Elliot-Larsen Civil Rights Act prohibits discrimination on the basis of pregnancy, childbirth, or a related medical condition. This includes refusal to hire, discharge, or otherwise discriminate on the terms, conditions, or privileges of employment.

### **Scope of Accommodations**

Accommodations are available only to the employee who has become pregnant and are dependent on what is practical and available for the position. Some potential accommodations are listed below, please note this list is non-exhaustive:

- Additional, longer, or more flexible breaks to drink water, eat, rest, or use the restroom;
- Changing food or drink policies to allow for a water bottle or food;
- Changing equipment, devices, or workstations, such as providing a stool to sit on, or a way to do work while standing;
- Changing a uniform or dress code or providing safety equipment that fits;
- Changing a work schedule, such as having shorter hours, part-time work, or a later start time;
- Telework;
- Temporary reassignment;
- Temporary suspension of one or more essential functions of a job;
- Leave for health care appointments;
- Light duty or help with lifting or other manual labor; or
- Leave to recover from childbirth or other medical conditions related to pregnancy or childbirth.

### **Seeking Accommodations**

The employee is responsible for contacting the Human Resources Department and completing the Accommodation Request Form. Both the University and the employee are expected to participate in the interactive process. As the employee goes through the changes inherent in pregnancy and post-childbirth, the needs may change, and therefore the accommodations may change. Please communicate with the Human Resources Department regarding any changing needs in the accommodation to facilitate the changes.

## **Additionally Relevant Policies**

The following University policies may also play into the execution of the Pregnant Workers Policy:

- [Accommodations for Persons with Disabilities](#)
  - [Form](#)
- [Family Medical Leave Act](#)
- [Short Term Disability](#)
- [Nondiscrimination Policy](#)
- [Interim Sex & Gender Based Harassment Policy & Resolution Process](#) – for complaints prior to August 1, 2024