**SECTION: HARASSMENT, DISCRIMINATION & RETALIATION PREVENTION**

**POLICY:** Reasonable Accommodations **EFFECTIVE DATE:** insert date adopted

for Pregnant Workers

**STATEMENT OF PURPOSE:**

As required by the federal Pregnant Workers Fairness Act (PWFA), the City will provide reasonable accommodations to employees and applicants with limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause undue hardship to the City’s operations.

**DEFINITIONS:**

1. Pregnancy: Pregnancy is the term used to describe the period in which a fetus develops inside a woman’s womb or uterus.
2. Childbirth: also known as labor, parturition, and delivery, is the completion of pregnancy where one or more babies exit the internal environment of the mother.
3. Related Medical Conditions:
	1. Some common complications of pregnancy include, but are not limited to, the following:
		1. High Blood Pressure
		2. Gestational Diabetes
		3. Infections
		4. Preeclampsia
		5. Preterm Labor
		6. Depression & Anxiety
		7. Pregnancy Loss/Miscarriage
		8. Stillbirth
	2. Other Complications as diagnosed by a medical professional, such as but not limited to:
		1. Severe, persistent nausea and vomiting
		2. Iron-deficiency anemia
		3. Other defined by treating physician

**APPLICABILITY:**

This policy applies to all applicants and employees who are pregnant or recently given birth.

**PROCEDURES:**

1. An employee or applicant may request accommodation due to pregnancy, childbirth or a related medical condition by submitting the request in writing to human resources (HR). The accommodation request should include an explanation of the pregnancy-related limitations, the accommodation needed, and any alternative accommodation(s) that might be reasonable. Depending on the nature of the accommodation, the individual may be requested to submit a statement from a health care provider substantiating the need for the accommodation.
2. Upon receipt of a request for accommodation, HR will contact the employee or applicant to discuss the request and determine if accommodation is reasonable and can be provided without significant difficulty or expense, i.e., undue hardship.
3. While the reasonableness of each accommodation request will be individually assessed, possible accommodations include allowing the individual to:
4. Sit while working.
5. Drink water during the workday.
6. Receive closer-in parking.
7. Have flexible hours.
8. Receive appropriately sized uniforms and safety apparel.
9. Receive additional break time to use the bathroom, eat, and rest.
10. Take time off to recover from childbirth.
11. Be excused from strenuous activities and/or activities that involve exposure to compounds deemed unsafe during pregnancy.

1. An employee may request paid or unpaid leave as a reasonable accommodation under this policy; however, the City will not require an employee to take time off if another reasonable accommodation can be provided that will allow the employee to continue to work.
2. The City prohibits any retaliation, harassment, or adverse action due to an individual’s request for accommodation under this policy or for reporting or participating in an investigation of unlawful discrimination under this policy.