

## **Pregnant Workers Fairness Act (PWFA) Employee Responsibilities and Resources**

### **What does the PWFA do?**

The Pregnant Workers Fairness Act (PWFA) ensures that employees are protected and accommodated during pregnancy, childbirth, and related medical conditions. This guide outlines your rights under the PWFA and provides practical steps to exercise those rights. The PWFA requires the university to make reasonable accommodations to a qualified employee's or applicant's known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, absent undue hardship on the University. Examples of pregnancy-related medical conditions include, but are not limited to, infertility and fertility treatment, high blood pressure, menstruation, use of birth control, and termination of pregnancy, including miscarriage. The act also protects employees from discrimination and retaliation related to these conditions.

### **How do I let my supervisor know I need an accommodation under the PWFA?**

You have the right to request reasonable accommodations for limitations related to pregnancy, childbirth, or related medical conditions. Inform your supervisor that you need an accommodation related to your pregnancy, childbirth, or related medical condition. This request can be submitted verbally or in writing. It is encouraged that if the request is made verbally that you or your supervisor follow up via email with the confirmation of the conversation and accommodation to be provided. Be clear about your need for an accommodation and what accommodation you are requesting.

### **What are allowable accommodations?**

Examples of reasonable accommodations that do not require medical documentation include:

- 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

Examples of reasonable accommodations that may require medical documentation include:

- Leave to recover from childbirth

- Other medical conditions related to pregnancy or childbirth, including but not limited to, infertility and fertility treatment, high blood pressure, menstruation, use of birth control, and termination of pregnancy, including miscarriage.

Please note, these lists provides some examples; many other reasonable accommodations may exist. Also, you may need different accommodations at different times during the pregnancy, childbirth, or related medical conditions and will need to communicate that with your supervisor.

## **Resources**

If you have questions or concerns with an accommodation request, please contact your Human Resource Business Partner for guidance.

PWFA requests that may require medical documentation or require additional review can be submitted to [PWFA Accommodation Request](#) for review and evaluation. An HR representative will reach out to you within 48-72 hours of the request being submitted.