

To: All New Employees

From: Department of Human Resources

Re: Accommodation of pregnancy related conditions

This notice is to advise you of the State of Rhode Island Chapter 28-5-7.4 of the General Laws entitled "Fair Employment Practices" to protect employees from discrimination based on pregnancy, childbirth, or a related medical condition **as well as the Pregnant Workers Fairness Act (PWFA)**. The College is providing notice to all employees that under state law, an employee may request a reasonable accommodation for conditions related to pregnancy, childbirth, or a related medical condition, including but not limited to, the need to express breast milk for a nursing child. **In addition, according to PWFA, possible reasonable accommodations outlined by the EEOC include, but are not limited to the following:**

- **The ability to sit or drink water;**
- **Receiving closer parking;**
- **Having flexible hours;**
- **Receiving appropriately sized uniforms and safety apparel;**
- **Receiving additional break time to use the bathroom, eat, and rest;**
- **Taking leave or time off to recover from childbirth; and**
- **Excusal from strenuous activities and or activities that involve exposure to compounds not safe for pregnancy.**

Providence College may not refuse to grant the employee the reasonable accommodation unless it would create an undue hardship on the College's business; **cannot require an employee to accept an accommodation without a discussion**; may not require the employee to take a leave if another reasonable accommodation can be granted; or deny the employee employment opportunities based on a refusal to provide a reasonable accommodation.

If you would like to request a reasonable accommodation, please contact the following staff members:

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