

## **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.