

## **NOTICE OF PREGNANT WORKERS FAIRNESS ACT**

The Pregnant Workers Fairness Act (“the Act”), which amends the state anti-discrimination statute M.G.L.c.151B effective April 1, 2018 prohibits discrimination on the basis of pregnancy and pregnancy-related conditions.

The School District will not refuse to hire or take any adverse action against any employee or applicant who is pregnant or has a pregnancy-related condition, if the individual is capable of performing the essential functions of the position with a reasonable accommodation.

The School District will engage in good faith in the interactive process to determine a reasonable accommodation for an employee or applicant with pregnancy or pregnancy related conditions, provided the accommodation does not create an undue hardship. The School District has the right to request medical documentation for certain proposed accommodations.

Some examples of reasonable accommodations that may be considered include: more frequent/longer breaks, modified work schedules changes in seating, light duty, temporary transfer to a less strenuous job and a private space for expressing breast milk. Any agreed upon accommodations are subject to the applicable collective bargaining agreement.

The School District will not require a pregnant employee to accept a particular accommodation, or to take a leave of absence, if another reasonable accommodation would enable the employee to perform the essential functions of the job without an undue hardship.

If you have any further questions concerning this Act, please contact Assistant Superintendent for Curriculum and Human Resources Janet Sheehan at [jsheehan@miltonps.org](mailto:jsheehan@miltonps.org) or by calling 617-696-4812.

This notice will be provided to all new employees at or prior to the start of employment and to any employee who notifies the employer of a pregnancy or a pregnancy-related condition, within 10 days.