



Pregnancy in the Workplace Policy

POLICIES AND GUIDELINES

POLICY STATEMENT

University employees have the right to be free from discrimination because of pregnancy and pregnancy-related conditions, including but not limited to lactation or the need to express breast milk for a nursing child. The University will reasonably accommodate employees for pregnancy and pregnancy-related conditions, absent undue hardship for the University. It is unlawful and contrary to University policy to deny an employment opportunity or take adverse action against an individual because of pregnancy or a condition related to pregnancy, provided that the individual is capable of performing the essential functions of their position, with or without reasonable accommodation. Adverse action against employees who request or use reasonable accommodations is likewise prohibited.

REASON FOR POLICY

In accordance with the Massachusetts Pregnant Workers Fairness Act, effective April 1, 2018, this policy establishes that discrimination against employees or prospective employees on the basis of pregnancy is prohibited, and provides for reasonable accommodations for pregnancy and pregnancy-related conditions.

PROCEDURES

Employees seeking reasonable accommodation under this policy should contact their local human resources office. The University and the employee will engage in an interactive process to explore reasonable accommodations that would enable the employee to perform the essential functions of their job.

The University may request documentation from an appropriate health care provider or rehabilitation professional to support the need for an accommodation. Documentation is not required for the following accommodations: more frequent restroom, food, or water breaks; seating; limits on lifting more than 20 pounds; and private non-bathroom space for expressing breast milk.

DEFINITION OF KEY TERMS

Condition related to pregnancy—can be during or after pregnancy. Examples include, but are not limited to, morning sickness and lactation.

Reasonable Accommodation—a modification or adjustment that allows an employee to perform the essential functions of their position. Examples may include, without limitation, a modified work schedule; more frequent or longer paid or unpaid breaks; time off, with or without pay, to attend to a pregnancy-related complication; providing equipment or seating; private space for expressing breast milk; and assistance with manual labor.

Undue Hardship—an action requiring significant difficulty or expense by the University.

RELATED RESOURCES

[Nursing Mothers in the Workplace—Policies and Guidelines](#)

[Parenting and Lactation Support](#)

[MCAD Guidance on the Massachusetts Pregnant Workers Fairness Act](#)

Effective 4/1/18