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Pregnancy, Employment and the Law:

The Job Accommodation Network states that: *Pregnancy by itself is generally not considered a disability under the Americans with Disabilities Act (ADA) because it does not meet part of the definition of disability. However, complications resulting from pregnancy and impairments exacerbated by pregnancy may constitute disabilities.* There are Pregnancy Discrimination Laws that were enacted to protect individuals in hiring and employment related issues, these can be found online at <http://www.eeoc.gov/facts/fs-preg.html>.

Customers that are pregnant may have questions regarding the disclosure of this information. The number one questions asked is, "Do I have to tell the interviewer that I am pregnant?" The simple answer is no, your pregnancy is not relevant to your skills and qualifications for the job. I at some point after a conditional offer of employment is extended or negotiations begin. Disclosure is always a personal decision and your circumstances and need should be considered.

Another common question is what maternity benefits am I entitled to? The Family and Medical Leave Act provides up to 12 weeks leave during a calendar year, though your employer is not mandated to pay your salary they are required to give you the same job or a job with equal pay and benefits when you return.

Accommodation ideas for individuals who are pregnant:

■ **Meeting the physical demands of the job:** Individuals who are pregnant may have restrictions in lifting; walking; standing; sitting; and being exposed to chemicals, germs, and radiation. As a result, they may benefit from accommodations such as [lifting aids](#), reserved parking close to the worksite, [stand/lean stools](#), [ergonomic chairs](#), reassignment to a less physically demanding job, and a workstation away from chemicals, germs, and radiation.

■ **Working a specific schedule:** Individuals who are pregnant may have various symptoms, such as morning sickness, fatigue, difficulty sleeping, and back pain, that interfere with their ability to work a specific schedule. As a result, they may benefit from accommodations such as a flexible arrival time, periodic rest breaks, an [ergonomic workstation](#), work from home, limited overtime hours, transfer to another shift, and flexible use of leave.

■ **Other:** Individuals who are pregnant may have other work-related accommodation needs such as modification of the employer's dress code, [a workstation that allows for elevation of the feet](#), and accommodations related to emergency evacuation.