

Reasonable Accommodations for Pregnant Workers Policy

Purpose

As required by the federal Pregnant Workers Fairness Act (PWFA), Monroe County will provide reasonable accommodations to employees and applicants with known limitations related to pregnancy, childbirth or related medical conditions, unless the accommodation will cause undue hardship to Monroe County's operations.

Policy

An employee or applicant may request an accommodation due to pregnancy, childbirth or a related medical condition by submitting the request in writing to the ADA Manager at ADA@monroecounty.gov. The accommodation request should explain the pregnancy-related limitations, the accommodation needed and any alternative accommodation(s) that might be reasonable. Depending on the accommodation, the individual may need to provide a statement from a health care provider substantiating the need for the accommodation.

Upon receiving a request for accommodation, the ADA Manager will contact the employee or applicant to discuss the request and determine if they can provide the accommodation without significant difficulty or expense, i.e., undue hardship.

While Monroe County will individually assess the reasonableness of each accommodation request, possible accommodations may include, but are not limited to allowing the individual to:

- Sit while working.
- Drink water during the workday.
- Have flexible hours.
- Receive appropriately sized uniforms and safety apparel.
- Receive additional break time to use the bathroom, eat and rest.
- Take time off to recover from childbirth.
- Be excused from strenuous activities and/or activities that involve exposure to compounds deemed unsafe during pregnancy.

An employee may request paid or unpaid leave as a reasonable accommodation under this policy; however, Monroe County will not require an employee to take time off if another reasonable accommodation can be provided that will allow the employee to continue to work.

Monroe County prohibits any retaliation, harassment or adverse action because of an individual's request for accommodation under this policy or for reporting or taking part in an investigation of unlawful discrimination under this policy.