

PREGNANCY, CHILDBIRTH, AND RELATED MEDICAL CONDITIONS

As required by federal law and the Nevada Pregnant Workers' Fairness Act (NPWFA), the District is committed to provide reasonable accommodation, as listed in the *Accommodation Process* section under Employment Disabilities, whenever a female employee/applicant requests an accommodation for a condition of the employee relating to pregnancy, childbirth, or a related medical condition, provided the individual is otherwise qualified to perform the essential functions of the assigned job, absent undue hardship.

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**PREGNANCY, CHILDBIRTH, AND RELATED MEDICAL CONDITIONS -
ADMINISTRATIVE REGULATIONS**

1. Accommodation

Whenever a manager/supervisor becomes aware that an employee has a need for an accommodation due to pregnancy, childbirth, or related medical conditions, the manager/supervisor should promptly notify the EEO Officer (Executive Director of Human Resources). The District is committed to provide reasonable accommodation, as listed in the *Accommodation Process* section, under Employment Disabilities.

2. Prohibitions

The District will not:

- Take adverse employment action against an employee because the employee requests or uses a reasonable accommodation.
- Deny an employment opportunity to an otherwise qualified applicant because they have requested a reasonable accommodation.
- Require an employee or applicant to accept an accommodation she did not request or chooses not to accept.
- Require an employee to take leave if a reasonable accommodation is available that would allow the employee to continue working.

3. Notice Requirements

This policy complies with the District's obligation to provide a written or electronic notice to all new employees upon commencement of employment that they have the right to be free from discriminatory or unlawful employment practices as well as the right to a reasonable accommodation for a condition of the employee relating to pregnancy, childbirth, or related medical condition. This notice will be provided within ten days after an employee notifies her immediate supervisor that she is pregnant. This notice will also be posted at conspicuous locations that are accessible to employees.