

**NOTICE REGARDING PREGNANCY DISCRIMINATION
AND ACCOMMODATION IN THE WORKPLACE**

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P.A. 17-118

STATE OF CONNECTICUT
JUDICIAL BRANCH
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NOTICE - effective October 1, 2017

Pregnancy Discrimination and Accommodation in the Workplace

Employees and persons seeking employment have the right to be free from discrimination in relation to pregnancy, childbirth and related conditions, including the right to a reasonable accommodation to the known limitations related to pregnancy.

Under Public Act 17-118, it is a discriminatory practice for Connecticut employers to:

- terminate a woman's employment because of her pregnancy;
- refuse to grant an employee a reasonable leave of absence for disability resulting from her pregnancy;
- deny an employee, who is disabled as a result of pregnancy, any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued under plans maintained by the employer;
- fail or refuse to reinstate the employee to her original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other service credits when she gives her employer notice of her intent to return to work;
- limit, segregate, or classify an employee in a way that would deprive her of employment opportunities because of her pregnancy;
- discriminate on the basis of an employee or applicant's pregnancy in the terms or conditions of her employment;
- fail to make a reasonable accommodation for a current or prospective employee due to her pregnancy, unless the employer can demonstrate that providing such accommodation would impose an undue hardship on the employer;
- deny employment opportunities to an employee or applicant if denial is due to a request for reasonable accommodation due to her pregnancy;
- require an employee or applicant affected by pregnancy to accept a reasonable accommodation if she does not have a known limitation related to her pregnancy or does not require a reasonable accommodation to perform her essential work duties;
- require an employee affected by pregnancy to take a leave of absence when a reasonable accommodation can be provided instead of leave; or
- retaliate against an employee based on her request for reasonable accommodation relating to pregnancy.

"Pregnancy," "reasonable accommodation," and "undue hardship" are defined in the act as follows:

- "Pregnancy" means pregnancy, childbirth, or a related condition, including but not limited to lactation (i.e., breastfeeding or expressing milk at work).
- "Reasonable accommodation" is defined to include, without limitation, permission to sit while working, longer or more frequent breaks, periodic rest, assistance with manual labor, restructuring of job duties, light duty assignments and modified work schedules, temporary reassignments to less strenuous or hazardous work, time off to recover from childbirth, and break time and appropriate facilities for expressing breast milk.
- "Undue hardship" is defined as an action requiring significant difficulty or expense, considered in light of factors such as nature and cost of the accommodation, employer financial resources, number of employees, number, type and location of facilities and the effect on expenses and resources of such an accommodation.

ADA NOTICE

The Judicial Branch of the State of Connecticut complies with the Americans with Disabilities Act (ADA). If you need a reasonable accommodation in accordance with the ADA, contact an ADA contact person listed at www.jud.ct.gov/ADA.