

TIPS FOR ASKING FOR A REASONABLE ACCOMMODATION

IF YOUR PREGNANCY, CHILDBIRTH, OR RELATED MEDICAL CONDITION MAKES IT HARDER FOR YOU TO PERFORM YOUR JOB, YOU CAN ASK FOR A CHANGE CALLED A REASONABLE ACCOMMODATION:

1 TALK to your employer. Your manager, human resources, or person designated in the company policy is a good place to start.



Covered employers must provide a reasonable accommodation unless it will cause them an undue hardship.

2 EXPLAIN that because of a physical or mental condition related to your pregnancy, childbirth, or related medical condition, you need a change.



3 SHARE with your employer what barriers you are facing. Give ideas, if you have them, for what could help you do your job.



For example, you may need to do your job differently, a piece of equipment, additional breaks, leave, or a different schedule.



4 IF YOUR EMPLOYER SAYS "NO"

PROVIDE information. Tell your employer about the EEOC's webpage: [What You Should Know About the Pregnant Workers Fairness Act](#).

REACH OUT to the EEOC. The EEOC can help you decide on next steps.



CONTACT US:
1-800-669-4000
WWW.EEOC.GOV

