

## **Policy Statement**

Carnegie Mellon University promotes a family-friendly work environment and does not discriminate against employees or student workers (current or prospective) who are pregnant, have experienced childbirth, or have a pregnancy-related medical condition or event. The university provides opportunities for reasonable accommodations for employees and student workers for pregnancy, childbirth, or related medical conditions and events.

## **Scope**

The Pregnancy Support Policy applies to faculty, staff and student workers.

## **Definitions**

*Childbirth:* Labor or childbirth, whether or not it results in a live birth.

*Pregnancy:* The state of being pregnant, including being the partner of a pregnant person, and/or experiencing symptoms of pregnancy.

*Related medical condition or event:* The state of seeking to become pregnant; any medical condition or event that is related to or caused by pregnancy or childbirth, including being the partner of a person affected by any such related medical condition or event.

*Partner:* The term partner means a person of any gender with whom a pregnant person or person with a related medical condition has a relationship of mutual emotional and/or physical support, and does not require a marital or domestic relationship.

Additional definitions can be found in the [HR Glossary of Terms](#).

## **Procedures**

### **Prohibited Discriminatory Actions**

It is against Carnegie Mellon University policy to discriminate against an employee or prospective employee (applicant for employment) because the individual is pregnant, has experienced childbirth or has a pregnancy-related medical condition or event. Examples of discriminatory treatment include, but are not limited to, the following actions:

- Treating an individual less favorably
- Implementing a policy that may single out pregnant employees or that may have a disparate impact on pregnant employees
- Pregnancy-based harassment

### **Interactive Process and Reasonable Accommodations**

CMU provides opportunities for reasonable accommodations for employees/student workers due to pregnancy, childbirth, or related medical conditions and events. These opportunities also extend to an employee/student worker whose partner experiences pregnancy, childbirth, or related medical conditions and events. Reasonable accommodations enable individuals covered by this policy to perform the essential duties of their job.

Upon notification by the employee/student worker, the Office of Human Resources (OHR) initiates and engages in an interactive dialogue and process with the employee/student worker to provide reasonable accommodations that allow the individual to perform essential job duties.

Following the interactive dialogue, OHR informs the employee/student worker in writing whether CMU finds the requested accommodation to be reasonable, and agrees to provide for it, or finds it to be unreasonable.

## **Responsibilities**

**Employee/Student Worker:** Inform the supervisor, HR business partner or Office of Disability Services of the need for an accommodation based on a pregnancy, childbirth or related medical condition. While the employee/student worker may choose to notify any of these contacts within the Office of Human Resources, it is recommended that the first contact be the HR business partner. A [list of HR business partners](#), by college/division, is available on the [Office of Human Resources webpage](#).

**Office of Human Resources:** Initiate and engage in interactive dialogue and process with employees to determine appropriate accommodations. In general, this responsibility resides with the HR business partners and the Office of Disability Services within the Office of Human Resources.

**Supervisors:** Work with the employee and Office of Human Resources to determine and implement the appropriate accommodation(s) for the employee or partner covered by this policy.

## **Related Resources**

[HR Glossary of Terms](#)

[OHR Directory](#)