



4.4 FEDERAL PREGNANT WORKERS FAIRNESS ACT POLICY (PWFA)

PWFA requires an employer with 15 or more employees to provide pregnancy-related reasonable accommodations for qualified employees and job applicants with temporary physical or mental limitations due to pregnancy, childbirth or related conditions under the PWFA.

This law expands employer obligations to provide reasonable accommodations unless doing so imposes an undue hardship beyond what is already required by the Americans with Disabilities Act (ADA) in that being entitled to a pregnancy-related accommodation does not require that the employee's condition rise to the level of a disability. Employees are entitled to accommodations even if they can't perform their essential job functions on a temporary basis.

All requests for reasonable accommodations must be initiated by contacting your direct supervisor. All requests are then submitted to Human Resources to determine eligibility.

[Click here to view the full PWFA Policy](#)

