



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Administration
Division of Human Resources
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Notice of Right to Be Free from Discrimination Due to Pregnancy, Childbirth and Related Medical Conditions

Recognizing that women in the labor force face unique challenges related to pregnancy, childbirth and/or related conditions and, in an effort to combat pregnancy discrimination, promote public health, and ensure full and equal participation for women in the labor force, the Rhode Island General Assembly has enacted Rhode Island General Law §28-5-7.4.

In accordance with this law, the State of Rhode Island **WILL**:

- Provide reasonable accommodation(s) upon request to employees for conditions related to pregnancy, childbirth, or a related medical condition unless such an accommodation would be an undue hardship on the State's operations.

Statutory Exceptions: In the course of identifying a reasonable accommodation for conditions related to pregnancy, childbirth, or a related medical condition, the State of Rhode Island will not:

- Create additional employment that the State would not otherwise have created, unless the employer does so or would do so for other classes of employees who need accommodation, such as those who are injured on the job or those with disabilities.
 - Discharge any employee, transfer any employee with more seniority, or promote any employee who is not qualified to perform the job, unless the employer does so or would do so to accommodate other classes of employees who need it, such as those who are injured on the job or those with disabilities.
- Allow an employee to express breast milk for a nursing child in accordance with the Fair Labor Standards Act at 29 U.S.C §207 (r) and Rhode Island General Law § 23-13.2-1.

In accordance with this law, the State of Rhode Island will **NOT**:

- Require an employee to take leave if another reasonable accommodation can be provided for a condition related to pregnancy, childbirth or a related medical condition.
- Require an employee with a need related to pregnancy, childbirth or a related medical condition to pursue or accept an accommodation should the individual feel that such an accommodation is not appropriate for their needs.
- Deny employment opportunities to an employee or prospective employee if the denial is based on a refusal to reasonably accommodate an employee's or prospective employee's condition related to pregnancy, childbirth or a related medical condition.
- Aid, abet, incite, compel, or coerce the doing of any act declared by § 28-5-7.4 of the Rhode Island General Laws to be unlawful or obstruct or prevent any person from complying with the provisions of this law or any order issued pursuant to this law or to attempt to directly or indirectly commit any act declared by this law to be unlawful.

If you have questions about this policy, wish to request a reasonable accommodation for conditions related to pregnancy, childbirth, or a related medical condition, or if you have been discriminated against based on conditions related to pregnancy, childbirth, or a related medical condition, please contact your Human Resources Office or the Department of Administration, Division of Human Resources at 222-2160.

Further, if you have been the victim of discrimination based on pregnancy, childbirth or related conditions and/or denial of a reasonable accommodation, you may also contact Rhode Island Commission for Human Rights, 180 Westminster Street, 3rd Floor, Providence, RI, 02903, (401) 222-2661.