

## **Falmouth Housing Authority**

### **Notice of Employee Rights**

#### **Under the Massachusetts Pregnant Workers Fairness Act**

All employees of Falmouth Housing Authority have a right to be free from discrimination due to pregnancy or a condition related to pregnancy. This includes an employee's right to reasonable accommodations for conditions related to pregnancy.

Falmouth Housing Authority will not discriminate on the basis of pregnancy and pregnancy-related conditions, such as lactation or the need to express breast milk for a nursing child. Employees, or applicants for employment, will not be treated less favorably than other employees/applicants based on pregnancy or pregnancy related conditions.

Further, Falmouth Housing Authority will provide pregnant women and new mothers with reasonable accommodations for their pregnancies and any conditions related to their pregnancies unless such accommodation will impose an undue hardship on Falmouth Housing Authority's operations. Conditions related to pregnancy, include lactation or the need to express breastmilk.

Reasonable accommodations, may include (but are not limited to):

- More frequent or longer paid or unpaid breaks;
- Time off to recover from childbirth with or without pay;
- Acquisition or modification of equipment or seating;
- Temporary transfer to a less strenuous or hazardous position;
- Job restructuring;
- Light duty;
- Private non-bathroom space for expressing breast milk;
- Assistance with manual labor; or
- Modified work schedules.

Pregnant and lactating employees are encouraged to notify Human Resources as early as possible to arrange for appropriate accommodations.

Please contact the Executive Director to obtain a copy of Falmouth Housing Authority's Pregnancy Non-Discrimination and Accommodation Policy and/or Falmouth Housing Authority's Breastfeeding Accommodation Policy.

*Approved by the Board of Commissioners: April 24, 2018*