



What Employees Need to Know About Workplace Pregnancy Accommodations

You Have the Right to Reasonable Accommodations

You have the right to request changes to your job or workplace so that you can continue to work and maintain your health during your pregnancy under the New Jersey Law Against Discrimination.

Your employer must make these changes for you unless it can show that making the changes would be extremely difficult or expensive.

Talk to Your Employer

Your employer must work with you to find an accommodation that meets your needs once they know you need one.

There are no magic words for requesting an accommodation. You can request an accommodation from your boss or human resources representative.



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There Are Many Ways to Make Accommodations

Some examples include, but are not limited to:

- More break time
- Changed eating/drinking policies
- Workstation changes/relocation
- Time off/flexible scheduling
- Flexibility to attend doctor's appointments
- Changes to uniforms/dress codes
- Sitting/standing more often
- Help with manual labor
- Changes to job duties, expectations, production standards, or quotas
- Remote work
- Temporary transfer to a different position



For a full list of examples of reasonable accommodations and additional protections you may have, visit our guidance document

Employers generally cannot reduce an employee's pay because the employee is granted an accommodation.



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You are protected against retaliation. Your employer cannot treat you differently as punishment for requesting or using a reasonable accommodation. For example, your employer cannot fire you, demote you, or reduce your hours because you request or use an accommodation.