



What Employers Need to Know About Workplace Pregnancy Accommodations

The New Jersey Law Against Discrimination (LAD) requires all employers to grant reasonable accommodations to employees for pregnancy and related medical conditions, including childbirth and recovery from childbirth, unless it causes the employer an undue hardship. Pregnant and postpartum employees are protected against retaliation for requesting or using accommodations in the workplace.



For a full list of examples of reasonable accommodations and additional protections that may be required under the LAD, see our guidance document. A few examples include the following:

- More break time
- Modified eating/drinking policies
- Workstation modifications
- Flexibility to attend doctor's appointments
- Time off/flexible scheduling
- Adjustments to uniforms/dress codes
- Allowing more frequent sitting/standing
- Help with manual labor
- Modifications to job duties, expectations, production standards, or quotas
- Remote work
- Temporary transfer

Accommodations Help with Employee Retention



83% of millennials say they would leave a job for more family-friendly benefits.



23% of mothers considered leaving their jobs due to lack of reasonable accommodations or fear of pregnancy discrimination.



Pregnancy Accommodations Are Good for Business

Average cost of pregnancy accommodations for employers reporting any cost at all: **<\$500**

1 Most Accommodations are Minor and Temporary

Most employees can safely work throughout their pregnancies. Workplace pregnancy accommodations are usually temporary and generally do not cause an undue hardship to employers.



2 Accommodations Benefit Everyone

Pregnancy, childbirth, and pregnancy-related accommodations in the workplace bring benefits to both employers and families in New Jersey by:

- Improving recruitment and reducing turnover
- Increasing productivity
- Reducing employee absenteeism
- Increasing employee commitment and satisfaction
- Increasing safety
- Reducing health care costs

3 Accommodations Lead to Overall Cost Savings for Employers

The hiring, turnover, and training costs of replacing an employee can cost as much as five times the employee's yearly salary.



40% of U.S. employers reported reduced worker's compensation and insurance costs after implementing pregnancy accommodations.