The New Jersey Law Against Discrimination (LAD) requires your employer to grant you a reasonable accommodation for pregnancy, childbirth, related medical conditions, and breastfeeding to enable you to continue working while maintaining a healthy pregnancy or return to work after giving birth. The LAD is more protective than the federal Pregnancy Discrimination Act in this regard.

If you are pregnant, your employer must grant you a reasonable accommodation recommended by your doctor, including bathroom breaks, water breaks, rest breaks, assistance with manual labor, job restructuring, modified work schedules, and a temporary transfer to less strenuous or hazardous work, unless your employer can show that doing so would be an undue hardship on its operations.

If you are breastfeeding, your employer must grant you reasonable break time each day, and a suitable private place (other than a toilet stall) in which to express breast milk, unless your employer can show that doing so would be an undue hardship on its operations.

Factors to be considered in whether an accommodation would be an undue hardship include the overall size of your employer’s business with respect to employees, facilities, and budget; the nature and cost of the accommodation needed; and the extent to which the accommodation would involve waiver of an essential requirement of your job.

Your employer may not in any way penalize you or retaliate against you for requesting or using an accommodation for pregnancy or breastfeeding.

To find out more or to file a complaint, go to NJCivilRights.gov or call 973-648-2700