



5 Things You Should Know About Accommodations for Pregnancy and Breastfeeding at Work

- 1 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.
- 2 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.
- 3 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.
- 4 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.
- 5 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



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