

# Accommodations for Pregnant Employees In Vermont

## Notice of Employee Rights

### WHAT IS THE LAW?

An employee with a pregnancy-related condition has a right to reasonable accommodations in the workplace to perform her job. A pregnancy-related condition is one caused by pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law applies to all Vermont workplaces and all pregnant employees.

### WHEN DOES IT BECOME EFFECTIVE?

January 1, 2018

### WHAT ARE THE EMPLOYER'S OBLIGATIONS?

When employees request a reasonable accommodation pertaining to pregnancy, the employer should take time to work with the employee to fulfill the request. Ignoring a request, retaliating against, or firing the employee requesting a reasonable accommodation could expose the employer to damages and civil penalties.

### DOES AN EMPLOYER HAVE TO GRANT EVERY ACCOMMODATION REQUEST?

An employer may decline a reasonable accommodation if the accommodation would constitute an undue hardship. An accommodation creates an undue hardship if it would be significantly difficult, unduly expensive or unworkable to put into place.

### WHAT ARE THE EMPLOYEE'S RIGHTS?

If you feel you need reasonable accommodations to perform your job, you must request the accommodation by communicating with your employer. Examples of pregnancy-related accommodations include, but are not limited to:

- More breaks for the bathroom, water intake, or rest
- Access to a chair or stool
- Time off for prenatal appointments
- A private, clean space for breast feeding.
- Assistance with specific duties, such as manual labor or heavy lifting
- Time off to recover from medical conditions related to pregnancy or childbirth

If you feel you need reasonable accommodations to perform the essential functions of your job, you must request the accommodations by communicating with your employer.



**VERMONT**

**DEPARTMENT OF LABOR**

[www.labor.vermont.gov](http://www.labor.vermont.gov)

#### FOR MORE INFORMATION:

STATE OF VERMONT  
ATTORNEY GENERAL'S OFFICE:  
109 State Street, Montpelier, VT 05602  
888-745-9195 or 802-828-3657  
[AGO.CivilRights@vermont.gov](mailto:AGO.CivilRights@vermont.gov)

You may also contact the

**HUMAN RIGHTS COMMISSION**  
14-16 Baldwin St., Montpelier, VT 05633  
800-416-2010 or 802-828-2480  
[human.rights@vermont.gov](mailto:human.rights@vermont.gov)  
[www.hrc.vermont.gov](http://www.hrc.vermont.gov)