

Name of Policy	The Pregnancy Discrimination Act of 1978
Description of Policy	Protecting the rights of female employees and applicants in matters relating to pregnancy
Policy applies to	<input checked="" type="checkbox"/> University-wide <input type="checkbox"/> Specific (<i>outline location, campus, organisational unit, etc</i>)
	<input type="checkbox"/> Staff only <input type="checkbox"/> Students only <input checked="" type="checkbox"/> Staff and students
Policy status	<input type="checkbox"/> New policy <input checked="" type="checkbox"/> Revision of existing policy

Approval authority	
Governing authority	
Responsible officer	

Approval date	
Effective date	
Approval date of last revision	
Effective date of last revision	
Date of policy review*	

*unless otherwise indicated, this policy will still apply beyond the review date

Related legislation, policies, procedures, guidelines and local protocols	The Pregnancy Discrimination Act of 1978, Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Fair Labour Standards Act (FLSA), HIPAA, FERPA
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1. **Background:** To amend Title VII of the Civil Rights Act of 1964 to prohibit sex discrimination based on pregnancy.
2. **Purpose:** To help to eliminate discrimination against pregnant employees
3. **Scope/Application:** The PDA disallows employers from discriminating against job applicants or employees due to their pregnancy or pregnancy-related conditions.
4. **Policy Statement and Principles:** The PDA disallows employers from discriminating against job applicants or employees due to their pregnancy or pregnancy-related conditions. The PDA disallows discrimination when it comes to:

Hiring

Pay

Firing

Promotion

Employment benefits

5. **Roles and Responsibilities:** Employers who have at least 15 employees are required to comply.
6. **Review:** Two federal laws require employers to change things for employees who are pregnant: the Americans with Disabilities Act (ADA) is one, and the Pregnancy Discrimination Act (PDA) is the second.
7. **Revision made to this Policy:** The PDA means that pregnant workers are protected from discrimination and requires that their employers make any requested job-related modifications for those employees who are pregnant.
8. **Further Assistance:** Reasonable accommodation for an employee may include such things as changing the physical layout of the workplace, restructuring job duties, or modifying the work schedule. A reasonable accommodation for an applicant may include making certain, reasonable modifications to the application, screening, or interview process to ensure accessibility. Employees who are pregnant may also be eligible for reasonable accommodations. Accommodations for pregnant workers may include more/longer bathroom breaks, access to places to sit, limits on lifting, and private space for nursing mothers.
9. **Glossary of Terms/Definitions:**

Pregnancy discrimination involves treating a woman (an applicant or employee) unfavourably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.