



June DHRM Highlights

PWFA

The PWFA expands protections for pregnant workers and applicants and requires reasonable accommodations be provided for known pregnancy-related limitations of employees unless the accommodation will impose an undue hardship. Agencies must follow a process like that of the Americans with Disabilities Act (ADA) to include:

- Engage in the interactive process with the employee
- Provide reasonable accommodation instead of requiring an employee to take paid or unpaid leave
- Avoid retaliation against an individual for requesting or using a reasonable accommodation or for opposing unlawful discrimination.
- Refrain from denying employment opportunities to a qualified employee based upon their need for a reasonable accommodation.

The EEOC's [FAQs](#) providing basic guidance on the PWFA and lists potential accommodations for pregnant workers.

The U.S. Department of Labor's (DOL's) Wage and Hour Division (WHD) provides additional information in [Fact Sheet #73](#).