Pregnant Workers Fairness

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<th>Section: Work Environment</th>
<th>Policy Number: 810</th>
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<tr>
<td>Responsible Office: HR/HR Services</td>
<td>Effective Date: 01/30/14</td>
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<td>Revised: 10/14/14</td>
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Scope
This policy applies to all employees, including staff, administrators, faculty members and student workers.

Policy
St. John’s University complies with New York City Human Rights law that prohibits discrimination in employment based on pregnancy, childbirth or a related medical condition. The University further complies with all applicable federal and state laws that prohibit discrimination in employment. The University will work with employees who seek reasonable accommodation to perform functions of their job where they need assistance due to pregnancy or recovery from childbirth. Some examples of accommodations may include bathroom or other breaks, assistance with manual tasks, unpaid medical leave and changes to the work environment.

Procedure
Supervisors are not authorized to make decisions regarding requests for accommodation. Employees or supervisors who need assistance in securing accommodations should contact a member of the Human Resources Services team at (718) 990-1502. HR Services will engage in an interactive process with the employee and the department to determine the appropriate accommodation in accordance with the law.

Related Policies
1. Policy #103, Disabilities in the Workplace
2. Policy #502, Family and Medical Leave
3. Policy #704, Policy against Discrimination and Harassment
4. Policy #809, Accommodation of Nursing Mothers