



## **EMPLOYEE NOTICE**

### **NON-DISCRIMINATION DUE TO PREGNANCY OR RELATED CONDITIONS**

Under Rhode Island law, it is an unlawful employment practice for an employer:

1. To refuse to reasonably accommodate an employee's or prospective employee's condition related to pregnancy, childbirth, or a related medical condition, including, but not limited to, the need to express breast milk for a nursing child, if she so requests, unless the employer can demonstrate that the accommodation would pose an undue hardship on the employer's program, enterprise, or business
2. To require an employee to take leave if another reasonable accommodation can be provided to an employee's condition related to the pregnancy, childbirth, or a related medical condition
3. To deny employment opportunities to an employee or prospective employee, if such denial is based on the refusal of the employer to reasonable accommodate an employee's or prospective employee's condition related to pregnancy, childbirth, or a related medical condition
4. To fail to provide written notice, including notice conspicuously posted at an employer's place of business in an area accessible to employees, of the right to be free from discrimination in relation to pregnancy, childbirth and related conditions, including the right to reasonable accommodations for conditions related to pregnancy, childbirth or related conditions.

**Accommodation requests should be made in writing to  
Raquel Pellerin, CFO**