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## **Pregnancy Non-Discrimination and Accommodation Compliance Toolkit**

In 2023, two sweeping laws were enacted by the federal government: the Pregnant Workers Fairness Act (“PWFA”) and the PUMP Act. These laws make it clear that discrimination based upon pregnancy, childbirth or related medical conditions is a form of illegal sex discrimination. Under the PUMP Act, an employer must provide breaks and private spaces for lactation. The PWFA expands the ADA definitions and goes beyond pregnancy. Along with the laws of many states, the federal laws require specific notices, policies and posters. To make your workforce compliant, we have crafted the following fixed fee service:

- Notices to be provided to employees in accordance with the new law;
- A Pregnancy Accommodation Policy that can stand alone or be added to an existing employee handbook;
- A Breastfeeding Accommodation Policy that can stand alone or be added to an existing handbook; and
- A flow chart to navigate an employer’s responsibility when an employee is pregnant, had a baby or requests an accommodation under the PWFA.

*We also offer training on the Pregnant Workers Fairness Act for managers or Human Resources that may be included in this fixed fee service for an additional cost.*

As always, please contact us with any questions or concerns. We can help.