

## **Non-Discrimination in Relation to Pregnancy or a Condition Related to an Employee's Pregnancy**

In accordance with the provisions of the Massachusetts Pregnant Workers Fairness Act, Cambridge Public School employees have the right to be free from discrimination in relation to pregnancy or a condition related to the employee's pregnancy including, but not limited to, lactation, or the need to express breast milk for a nursing child, including the right to reasonable accommodations for conditions related to pregnancy. The Cambridge Public Schools is committed to maintaining an educational environment and workplace where employees are not discriminated against in relation to pregnancy or a condition related to an employee's pregnancy. To meet this end, the Cambridge Public Schools will not tolerate discrimination against an individual in relation to pregnancy or a condition related to an employee's pregnancy with regards to job application procedures, hiring, advancement, discharge of employees, employee compensation, job training, or other conditions of employment.

Furthermore, reasonable accommodation shall be made by the Cambridge Public Schools for an employee's pregnancy or any condition related to the employee's pregnancy, including, but not limited to, lactation, or the need to express breast milk for a nursing child, if the employee so requests, unless the Cambridge Public Schools demonstrates that the accommodation required would impose an undue hardship on the school district. In order to determine effective reasonable accommodations to enable an employee to perform the essential functions of their job, the Cambridge Public Schools shall engage in a timely, good faith and interactive process with the employee. The Cambridge Public Schools may require that documentation about the need for a reasonable accommodation come from an appropriate health care or rehabilitation professional; provided however, in accordance with the provisions of the Massachusetts Pregnant Workers Fairness Act, the Cambridge Public Schools will not require, and an employee shall not be required to obtain, documentation from an appropriate health care or rehabilitation professional for the following accommodations: (1) more frequent restroom, food and water breaks; (2) seating; and (3) limits on lifting over 20 pounds. An "appropriate health care or rehabilitation professional" shall include, but shall not be limited to, a medical doctor, including a psychiatrist, a psychologist, a nurse practitioner, a physician assistant, a psychiatric clinical nurse specialist, a physical therapist, an occupational therapist, a speech therapist, a vocational rehabilitation specialist, a midwife, a lactation consultant, or another licensed mental health professional authorized to perform specified mental health services consistent with law. The Cambridge Public Schools may require documentation for an extension of the accommodation beyond the originally agreed to accommodation.

The Cambridge Public Schools further incorporates as if fully set forth herein its policies entitled Non-Discrimination Policy and Prohibition Against Sexual Harassment, Non-Discrimination on the Basis of Disability and Non-Discrimination on the Basis of Sex.

***Last Updated:*** December 4, 2017