



Office of Human Resources

EFFECTIVE October 1, 2014

DISCRIMINATION – PREGNANCY

Delaware law requires employers to provide reasonable accommodations to employees whose ability to work is limited by pregnancy, childbirth, lactation and related conditions. Further, Delaware law prohibits employers from denying pregnant job applicants a position based on the need for a workplace accommodation, making unnecessary changes to a pregnant employees job functions or requiring a pregnant employee to take paid or unpaid leave when a reasonable accommodation would permit the employee to continue working. An employer is not required to provide a pregnant employee with a workplace accommodation if the requested accommodation poses an undue hardship.

Employee Signature: _____

HR Representative Signature: _____

Date: _____