NYC Human Rights Law – Pregnancy & Employment Rights Overview

The New York City Human Rights Law now requires employers with four or more employees in New York City to provide reasonable accommodations to an employee for her pregnancy, childbirth or related medical condition to allow the employee to perform the essential requisites of her job, provided the employee’s pregnancy, childbirth or medical condition is known or should have been known to the employer. It is unlawful for employers to refuse to provide reasonable accommodations to the employee for her pregnancy, childbirth or related medical condition provided that with such accommodation the employee can perform the essential requisites of the job and the accommodation does not pose an undue hardship. The law does not require that the employee have a disability.

The New York City Council provided the following examples of reasonable accommodations:

- Bathroom breaks;
- Leave for a period of disability arising from childbirth;
- Breaks to facilitate increased water intake;
- Periodic rest for those who stand for long periods of time; and
- Assistance with manual labor.

On or before May 30, 2014, employers must provide to employees directly and post a specific written notice concerning the right to be free from discrimination in relation to pregnancy, childbirth and related medical conditions. New employees must receive this notice at the commencement of employment.

**Action Items:**

- Managers should distribute the attached info card to each current employee on or before May 30, 2014. All new employees should receive the attached info card at the commencement of employment. The NYC—Pregnancy & Employment Rights Info Card is also available on the Forms Center on Sodexo Net.

- Managers should display the attached poster in the area where all state and federally required notices are posted on or before May 30, 2014. The NYC—Pregnancy & Employment Rights Poster is also available on the Forms Center on Sodexo Net.

- Managers should follow the same Sodexo process of escalating review by HR and OER for considering requests for accommodation under this law as they do for requests for accommodation under the ADA. Important, under this process only the OER can deny a request for accommodation. Please refer to the Requests for Accommodation on Sodexo Net for a complete discussion of this process.

If you have any questions, please contact Human Resources or Valerie Granfield Roush, Assistant General Counsel, Legal Department, at Valerie.Roush@Sodexo.com or 301 987 4476.