

	CITY OF DECATUR PERSONNEL POLICY		
Chapter 01	General Provisions		
Section 10	Pregnant Workers Fairness Act		
Revised By:	Nate Mara, City Manager	Revised Date:	September 22, 2025
Approved By:	Nate Mara, City Manager	Effective Date:	January 1, 2026

01.10 Pregnant Workers Fairness Act

- A. The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide reasonable accommodations to a qualified worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer undue hardship.
- B. An employee or applicant may request accommodation due to pregnancy, childbirth, or a related medical condition by submitting the request in writing to the Director of Human Resources. The accommodation request should include an explanation of the pregnancy related limitations, the accommodation needed, and any alternative accommodation(s) that might be reasonable. Depending on the nature of the accommodation, the individual may be required to submit a statement from a health care provider substantiating the need for the accommodation.
- C. Upon receipt of a request for accommodation, Human Resources will contact the employee or applicant to discuss the request and determine if the accommodation is reasonable and can be provided without imposing an undue hardship to the employer.
- D. The City prohibits any retaliation, harassment, or adverse action due to an individual’s request for accommodations or for reporting or participating in an investigation of unlawful discrimination under this policy. Any such actions should be reported to Human Resources for investigation.
- E. Definitions:
 - a. Reasonable accommodation is defined as changes to the work environment or the way things are usually done at work.
 - b. Undue hardship is defined as causing significant difficulty or expense.
 - c. More information is available at www.eeoc.gov/pregnancy-discrimination