City Personnel Policy

Pregnant Workers Fairness Act/Lactation Policy

POLICY: 999

Council approval: 8/14/2023

Pages: 1

POLICY:

The City will provide reasonable accommodations to a qualified employee's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship.

APPLICABILITY:

All regular full-time and regular part-time employees

PROCEDURE:

Employees seeking an accommodation shall notify the City Human Resources Director or designee of the known condition that the employee seeks an accommodation for.

The employee shall then meet with the City Human Resources Director or designee to engage in an interactive process regarding possible reasonable accommodations. All accommodations shall be determined through the interactive process. Employees shall not be required to take leave, paid or unpaid, if another reasonable accommodation exists. The City will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment because of that pregnancy, childbirth, or related medical condition.

For up to one year after birth of a child, any employee who is breastfeeding will be provided reasonable break times to express breast milk. Employees shall be provided a room that is private and shielded from view of others that is not a bathroom to express milk. Employees should contact their supervisor or the Human Resources Director to make arrangements for a space under this policy.

Employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm for any reason, including improper storage, refrigeration, and tampering.

Breaks of more than 30 minutes in length will be unpaid, and recorded as such where appropriate.