

Pregnancy Accommodation

Policy Number: 428

Categorized: Human Resources

Procedure: [428P](#)

Responsible Office: Associate Vice President, Human Resources

Effective Date: 06/23/2023

Date Last Reviewed: 01/22/2024

1. Scope

This policy applies to all employees and applicants for employment who are pregnant, have recently given birth, or have related medical conditions.

2. Policy Statement

Northern Virginia Community College is part of the Virginia Community College System (VCCS) and is governed on most matters of policy by the VCCS State Board for Community Colleges.

The College will provide reasonable accommodation(s) to qualified employees (including applicants) with known limitations related to, affected by, or arising out of pregnancy, childbirth, or associated medical conditions, unless providing the accommodation(s) will cause an undue hardship on the employer's business operations.

The College will do so in accordance with the Pregnant Workers Fairness Act (PWFA) 42 U.S.C. section 2000gg *et. seq.*, is published and publicly available [here](#).

If you have questions about this policy and/or its application at Northern Virginia Community College, please contact the Responsible Office identified above.

3. Authority

[U.S. EEOC – The Pregnant Workers Fairness Act \(PWFA\)](#)

[Americans with Disabilities Act of 1990](#) and [ADA Amendments Act of 2008](#)

[VCCS Policy 3.14.0 – Equal Employment Policy](#)

[VCCS Policy 3.14.7 - Lactation](#)

[Department of Human Resource Management \(DHRM\) Policy Guide Series #2 - Procedures for Requesting and Identifying Reasonable Accommodation](#)