

POL.P.01.04 - Pregnancy Non-Discrimination and Accommodation Policy

The Park District prohibits discrimination on the basis of pregnancy. Therefore, the Park District will not refuse to hire, segregate, or take any other employment action with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or the terms, privileges or conditions of employment on the basis of pregnancy. "Pregnancy" is defined as pregnancy, childbirth, or medical or common conditions related to pregnancy or childbirth.

The Park District will not require an employee affected by pregnancy to take a leave of absence (against the employee's wishes) if another reasonable accommodation can be provided to the known medical or common conditions related to the pregnancy or childbirth of that employee. Further, the Park District will not fail or refuse to reinstate an employee affected by pregnancy to her original job or to an equivalent position with equivalent pay, seniority, and benefits upon her signifying her intent to return to work or when her need for reasonable accommodation ceases, unless the Park District can demonstrate that the accommodation would impose an undue hardship on the Park District's operations.

The Park District will provide reasonable accommodations to employees who are affected by pregnancy, childbirth, or medical or common conditions related to pregnancy or childbirth, unless the accommodation would impose an undue hardship on the operations of the Park District. Such reasonable accommodations could include but are not limited to: more frequent or longer bathroom breaks, breaks for increased water intake; breaks for periodic rest; private non-bathroom space for expressing breast milk and breastfeeding; seating; assistance with manual labor; light duty; temporary transfer to a less strenuous or hazardous position; the provision of an accessible worksite; acquisition or modification of equipment; job restructuring; a part-time or modified work schedule; appropriate adjustment or modifications of examinations, training materials, or policies; reassignment to a vacant position; time off to recover from conditions related to childbirth; and leave necessitated by pregnancy, childbirth, or medical or common conditions resulting from pregnancy or childbirth.

The Park District reserves the right to request documentation from the employee's health care provider concerning the need for the requested reasonable accommodation(s). The information requested by the Park District could include but is not limited to: the medical justification for the requested accommodation(s); a description of the reasonable accommodation(s) that is medically advisable; the date the reasonable accommodation(s) became (or will become) medically advisable; and the probable duration of the reasonable accommodation(s).

Employees with a question, complaint, or problem related to pregnancy discrimination should follow the procedures outlined in the [Non-Discrimination and Anti-Harassment Policy](#).

In applying this Policy, the Park District complies with the Americans With Disabilities Act and Illinois Human Rights Act.