



**POLICY TITLE:** Reasonable Accommodation Due to Pregnancy

**POLICY NO.:** PR-32

---

**I. PURPOSE**

The purpose of this Policy is to establish general guidelines under which Washington County, a Maryland employer with fifteen (15) or more employees, will provide pregnant employees with certain reasonable accommodations beyond the requirements of the federal Americans with Disabilities Act, the Americans with Disabilities Amendments Act (ADAAA), and the Pregnancy Discrimination Act (PDA) as required by law.

**II. PROCEDURE**

A. Under applicable Maryland law, pregnant employees are entitled to reasonable accommodation for a disability that is caused or complicated by pregnancy. If an employee provides to the Director of Health and Human Services certification from a health care provider which documents restrictions on the ability to perform job functions while the employee is pregnant, the County will explore with the employee all possible means of providing reasonable accommodation during the pregnancy which may include, but not be limited to, the following:

1. Changing the employee's job duties;
2. Changing the employee's work hours;
3. Relocating the employee's work area;
4. Providing the employee with mechanical or electrical aids;
5. Transferring the employee to a less strenuous or less hazardous position; or
6. Providing the employee with the opportunity to take available leave.<sup>1</sup>

B. The County is not required to make any accommodations for a pregnant employee if the accommodation imposes an undue hardship on the County.<sup>2</sup>

---

<sup>1</sup> See Policy No. PR-34 Leave.

<sup>2</sup> See Policy No. PR-31 ADA and ADAAA.

