

1.3: Pregnancy Accommodation

This policy applies to all employees.

POLICIES AND PROCEDURES

If an employee or applicant is pregnant or has a health condition related to pregnancy and requests an accommodation, the County will engage in the interactive process with the employee or applicant and will provide a reasonable accommodation that would allow the employee or applicant to perform the essential functions of the job, unless doing so would result in an undue hardship to the County.

Employees shall contact People and Culture Services with any request for accommodation. The County will require that an accommodation request be submitted in writing. People and Culture Services, in consultation with the Department Director (or designee) or elected official (or designee), in addition to the County Attorney's Office, will make a determination on a request for reasonable accommodation.

The County will not take adverse action against an employee who requests or uses a reasonable accommodation. The County will not deny employment opportunities to an employee or applicant based on the need to make a reasonable accommodation.