

**TOWNSHIP OF VERONA
COUNTY OF ESSEX, NEW JERSEY**



POLICIES AND PROCEDURES

Policy Title:	Reasonable Accommodations For Pregnant Employees Policy
Policy Reference No:	2-7
Release Date:	18 November 2020
Approved By:	Matthew Cavallo, Township Manager
Authority:	§ 36-1 (C) N.J.S.A. 11A:2-6a
Revision History:	None
No. of Pages:	1
Applicability:	All Employees & Volunteers

It is the policy of the Township to make available to pregnant employees reasonable accommodations in the workplace such as bathroom breaks, breaks for increased water intake, periodic rest, assistance with manual labor, job restructuring or modified work schedules and temporary transfers to less strenuous or hazardous work when requested by the employee unless such accommodations would cause an undue hardship upon the Township's operations. Accommodations may include leave under the same conditions as offered to employees not pregnant who need accommodations based on a similar inability to work due to a disability. Pregnancy for purposes of this policy shall mean pregnancy, childbirth, or medical conditions related to pregnancy or childbirth including recovery from childbirth.

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Revision No.	Revision Date	Nature of Revision	Approved By