



# ACCOMMODATIONS FOR PREGNANCY, CHILDBIRTH AND BREASTFEEDING

**C**onsistent with Governor Cooper's issuance of Executive Order No. 82, the State of North Carolina will provide workplace adjustments to enable employees to continue to perform job duties while they are pregnant, breastfeeding or affected by other related medical conditions.

Employees and managers shall engage in good faith and in a timely and interactive process to determine the workplace adjustments.

Workplace adjustments include changes in the work environment or in the way things are customarily done that enable a pregnant state employees to perform their jobs' essential functions or enjoy equal benefits and privileges of employment.

## Types of Workplace Adjustments

Employers may make workplace adjustments, including but not limited to:

- Changes in workstation and seating equipment;
- More frequent or longer breaks;
- Adjustment of uniforms or dress codes;
- Assistance with manual labor, such as help with heavy lifting;
- Modified work assignments;
- Access to food and drink and permitting meals and beverages at work stations; or
- Access to appropriate, non-bathroom lactation accommodations for rest or to express breast milk.

## Certifications from Health Care Providers

The employer may require an employee to provide certification from a health care provider indicating that a workplace adjustment is advisable. The certification must include:

- (1) the date the accommodation became or will become medically advisable;
- (2) an explanation of the medical condition and need for a workplace adjustment; and
- (3) the probable length of time the accommodation should be provided.

## Employers

- May not take adverse action against an employee for requesting a workplace adjustment;
- Shall provide the workplace adjustment unless it results in significant difficulty or expense;
- May not require the employee to take leave if an adjustment can be provided; or
- May not require employees to accept the adjustment.

**Questions** (add contact information in box below)