

PREGNANCY & EMPLOYMENT RIGHTS

It is illegal for an employer to refuse to provide a reasonable accommodation or fire you because of your pregnancy, having a child, or related medical conditions.

Pregnant women and those recovering from childbirth are protected from discrimination under the NYC Human Rights Law. Your employer may be obligated to grant you a reasonable accommodation to allow you to perform the essential requisites of your job.

You may be entitled to:

- Bathroom breaks
- Breaks to facilitate increased water intake
- Periodic rest if you stand for long periods of time
- Assistance with manual labor
- Changes to your work environment
- Unpaid medical leave

If you believe that you have been discriminated against, call 311 or www.nyc.gov/311.

