

Pregnancy and Childbirth Accommodations Notice

Oregon Child Development Coalition (OCDC) is an equal opportunity employer and does not discriminate on the basis of pregnancy, childbirth, or related medical condition. OCDC will make reasonable accommodations for known limitations related to pregnancy, childbirth or a related medical condition, such as lactation, unless the accommodation would cause an undue hardship on the Company.

Employees and job applicants have a right to be free from unlawful discrimination and retaliation. For this reason, OCDC will not:

- Deny employment opportunities on the basis of a need for reasonable accommodation for a known limitation.
- Fail or refuse to make reasonable accommodation for a known limitation, unless the accommodation would cause an undue hardship on the Company.
- Take an adverse employment action, discriminate or retaliate, with respect to hire or any term or condition of employment, because the applicant or employee has inquired about, requested or used a reasonable accommodation.
- Require an applicant or an employee to accept an accommodation that is unnecessary to perform the essential duties of the job or accept a reasonable accommodation if the employee does not have a known limitation.
- Require an employee to take family leave or any other leave, if the employer can make reasonable accommodation for a known limitation instead.

To request an accommodation or to discuss questions or concerns about this notice, please contact your supervisor, Benefits Administrator or Central Office Human Resources.