

PROCEDURE 2.26.0: PREGNANCY RIGHTS IN THE WORKPLACE

Employees who are pregnant, recovering from childbirth, or have a medical or common condition related to pregnancy have a right to:

- Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent bathroom breaks, assistance with heavy work, a private space for expressing milk or time off to recover from your pregnancy.
- Reject an accommodation for your pregnancy offered by your employer that you don't want.
- Continue working during your pregnancy if a reasonable accommodation is available allowing you to continue performing your job.

Your employer cannot:

- Discriminate against you because of your pregnancy.
- Retaliate against you because you requested a reasonable accommodation.

It's illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable accommodation because of your pregnancy.

For more information regarding your rights, visit the Illinois Department of Human Rights website at illinois.gov/dhr.

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