

# TIPS FOR ASKING FOR A REASONABLE ACCOMMODATION

IF YOUR PREGNANCY, CHILDBIRTH, OR RELATED MEDICAL CONDITION MAKES IT HARDER FOR YOU TO PERFORM YOUR JOB, YOU CAN ASK FOR A CHANGE CALLED A REASONABLE ACCOMMODATION:

**1 TALK** to your employer. Your manager, human resources, or person designated in the company policy is a good place to start.



*Covered employers must provide a reasonable accommodation unless it will cause them an undue hardship.*

**2 EXPLAIN** that because of a physical or mental condition related to your pregnancy, childbirth, or related medical condition, you need a change.



**3 SHARE** with your employer what barriers you are facing. Give ideas, if you have them, for what could help you do your job.



*For example, you may need to do your job differently, a piece of equipment, additional breaks, leave, or a different schedule.*



**4 IF YOUR EMPLOYER SAYS "NO"**

**PROVIDE** information. Tell your employer about the EEOC's webpage: [What You Should Know About the Pregnant Workers Fairness Act.](#)

**REACH OUT** to the EEOC. The EEOC can help you decide on next steps.



**CONTACT US:**  
**1-800-669-4000**  
**WWW.EEOC.GOV**

