

Reminder: NYC Employers Must Provide Pregnancy Accommodation Notices To All Employees by May 30, 2014

Aaron Warshaw and A. Sonu Ray | May 29, 2014

As we reported in our [September 2013 eAuthority](#), the New York City Council amended the New York City Human Rights Law, effective January 30, 2014, to expand employee accommodation protection on the basis of pregnancy, childbirth, or a related medical condition. The new law also mandates that New York City employers with four or more employees provide a written notice regarding the law to all employees prior to May 30, 2014.

The New York City Commission on Human Rights has published [posters](#) in English and other languages that comply with the notice requirement. Given the law's ambiguous drafting, the best practice is to provide these notices to all employees in hard copy or electronic format—and also post the notice conspicuously in an area accessible to all employees such as a break room—no later than May 30, 2014. Employers also should provide the notice to all newly hired employees at the commencement of their employment.

Lastly, if they have not done so already, New York City employers should review their handbooks and related policies to ensure compliance with the new pregnancy accommodation law.

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