

Hospitality Labor and Employment Law

News and Updates on Legal Issues Facing Hospitality Employers

NYC Updates Pregnancy Accommodation Notices

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Employers in New York City are required to provide their employees with **reasonable accommodations** related to childbirth and pregnancy. The New York City Commission on Human Rights has published a new **factsheet** and **notice**. The notice should be provided to all employees upon hire, and posted in the workplace to provide employees with notice of their rights under the NYC Human Rights Law.

The notice and factsheet outline employers' responsibilities with respect to pregnant employees, and recommend that employers work with employees to implement accommodations that recognize employee contributions to the workplace and help keep them in the workplace for as long as possible. The notice and factsheet also provide employees with examples of reasonable accommodations, such as breaks to rest or use the bathroom while at work, and time and space to express breast milk at work.

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