



Pregnancy & Lactation Accommodation Notification

The Office of Equal Opportunity and Access would like to provide you with information about the protection's available to support you as you navigate this life event.

Pregnancy Discrimination Act (PDA) under Title VII of the Civil Rights Act

PDA prohibits discrimination and harassment based on pregnancy, childbirth, or related medical conditions in any aspect of employment including hiring, firing, pay, promotions, training, and more.

Pregnant Workers Fairness Act (PWFA)

PWFA requires the university to provide reasonable modifications to an employee's known limitation related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship. Reasonable modifications may include, but are not limited to, breaks to express milk or breastfeed, eating, drinking, restroom breaks, intermittent absences to attend medical appointments, remote work, flexible work agreement, sitting or standing, physical space adjustments (e.g., larger desk, footrest), leave of absence, or other modifications as appropriate. Modifications can be requested [here](#) for applicable limitations.

Fair Labor Standards Act (FLSA) & Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act)

The Fair Labor Standards Act requires employers to provide reasonable break times for an employee to express breast milk for her nursing child for one year after the child's birth each time such employee has need to express the milk. Employees are entitled to a place to pump at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. The PUMP Act broadens workplace protections for employees to express breast milk at work, and includes exempt employees.

If you would like to learn about lactation rooms on campus or the refrigerator loan program, please contact Human Resources at hrinfo@uoregon.edu or visit the lactation support website [Lactation Support Services](#).

Workplace Accommodations

The ADA prohibits discrimination against an applicant or employee based on a disability, including a disability related to a pregnancy. While pregnancy itself is not a disability under the ADA, some pregnant workers may have one or more impairments related to their pregnancy that qualify as a "[disability](#)" under the ADA. Accommodations can be requested

[here](#) for pregnancy-related disability barriers. To learn more about the interactive accommodation process, please follow [this link](#).

Navigating Parental Leave

Parental leave is available to eligible employees and may be paid or unpaid. To request PLO leave, follow the [instructions listed here](#).

You can learn more about options for parental leave on the Human Resources [Parental Leave webpage](#) or by reviewing the [Paid Leave Oregon/Paid Family and Medical Leave FAQ](#) and the [Family and Medical Leave FAQ](#). If you have questions about leave options, contact HR Leaves at hrleaves@uoregon.edu.

Insurance Benefits and Short-Term/Long-Term Disability Benefits

If you are in a benefit eligible position, you are eligible to make changes to your plan elections within 30 days of birth. To make election updates, review the Mid-Year Plan Change Matrix ([PEBB Mid Year Change Matrix](#)) and submit a Mid-Year Change Form [PEBB Mid Year Change Form](#) to the Benefits Office at hrbenefits@uoregon.edu. Unpaid parental leave can have devastating effects due to the loss of income. To reduce the financial impact, the University of Oregon offers Short-Term and Long-Term Disability Insurance through The Standard Insurance Company to employees only.

For additional Disability Benefit information, FAQ's, and to submit a claim with The Standard, [click here](#).

UO Family Resources

The university [Family Resources](#) webpage is dedicated to family resources, including on- and off-campus childcare options, community connections, and a list of family-friendly events around campus. Additionally, the university's [Caregiver Resources](#) webpage is a great one-stop point of access for caregiving information and resources. For more specific information specific to Child Care at the University of Oregon, please visit the [Child Care for UO Families](#) webpage.

Human Resources also works to connect UO families by offering a family listserv, which sends twice monthly updates highlighting family events on campus and in the community. Visit this link to subscribe: [Family Events Listserv](#)

Care.com Membership

The university provides employees a Care.com premium membership as a resource to meet their unique caregiving needs. You can learn more about the Care.com services and how to enroll at [Care Membership](#).

Employee Assistance Program

[Canopy](#) is the university's employee assistance program, which offers many great services to eligible employees and their dependents, such as personal, financial, and

legal consultations, tax assistance, and home ownership resources and information. Researching childcare options based on your family's specifications, budget, and location is one way to utilize this service. Contact Canopy for assistance at (800)-433-2320 or email them at info@canopywell.com.