



<b>Policy Name:</b>	Pregnant Workers Fairness Act (PWFA)					
<b>Section Number:</b>	3.07	<b>Section Title</b>	Human Resources			
<b>Policy Owner:</b>	Director of Human Resources		<b>Last Updated:</b>	May 2024	<b>Reviewed:</b>	June 2024
<b>Status:</b>			<b>Due for review:</b>	June 2029		

Jones College is committed to uphold all laws and regulations pertaining to the college with regard to employment. Employees who qualify for accommodations under the Pregnant Workers Fairness Act (PWFA) will be afforded every opportunity to be accommodated to continue their employment.

The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide “reasonable accommodations” to qualified worker’s know limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship”. A “reasonable accommodation” means a change in the work environment or how things are usually done to remove work related barriers. An “undue hardship” is defined as causing significant difficulty or expense.

Possible accommodations include, but aren’t limited to:

- ❖ Schedule changes or time off to go to health care appointments
- ❖ Extra bathroom breaks
- ❖ A chair or stool to sit on while working (where applicable)
- ❖ The ability to telework full or part-time
- ❖ A private place to pump breast milk
- ❖ Leave to recover from childbirth
- ❖ Breaks to eat and drink

- ❖ Light duty

The PWFA may coincide with other federal employment laws such as:

- ❖ Title VII of the Civil Right Act of 1964 which prohibits employment discrimination based on sex, pregnancy, or other protected categories.
- ❖ The Americans with Disabilities Act (ADA) which prohibits employment discrimination based on disability.
- ❖ The Family Medical Leave Act which provides unpaid leave for certain workers for pregnancy and to bond with a new child.
- ❖ The PUMP Act which provides nursing mothers a time and private place to pump at work.

#### JONES COLLEGE STATEMENT OF NON-DISCRIMINATION

Jones County Junior College does not discriminate on the basis of race, color, national origin, age, sex, or disability in its programs, activities, or employment practices. The following persons have been designated to handle inquiries and grievances regarding the non-discrimination policies: (ADA/ Section 504) Sarah Jones, Director of Counseling & ADA Coordinator, Student Affairs, phone 601-477-4070; email [ADACoordinator@jcc.edu](mailto:ADACoordinator@jcc.edu) and (Title IX) Dr. Brittany Barron, Title IX Coordinator, Hutcheson Hubbard Administration Building, phone 601-477-4127; email [brittany.weatherford@jcc.edu](mailto:brittany.weatherford@jcc.edu). Jones County Junior College, 900 South Court Street, Ellisville, MS 39437.