

Best Practices:

Helping Pregnant and Lactating Patients Get Medically Necessary Workplace Accommodations

Step One: Connect the patient to a legal services provider.

Pennsylvania

Women's Law Project
125 S. 9th Street, Suite 300
Philadelphia, PA 19107
215-928-5761
info@womenslawproject.org
<http://www.womenslawproject.org>

Other States

Center for WorkLife Law
415-703-8276
hotline@worklifelaw.org

A Better Balance
212-430-5982
babygate@abetterbalance.org

National Women's Law Center
202-588-5180
<https://nwlc.org/legal-assistance>

Step Two: Find accommodations that meet medical *and* employment needs.

Ask the patient:

- ✓ What duties are you required to do on the job?
- ✓ What accommodations do you think your employer would be willing to provide? What accommodations has your employer made for other employees before?

For ideas regarding accommodations that are appropriate for particular conditions, visit <https://www.pregnantatwork.org/wp-content/uploads/Workable-Accommodation-Ideas.pdf> or <https://askjan.org/media/atoz.htm>.

- ✓ Are you comfortable revealing that you are pregnant or that you have a medical condition?

Step Three: Write a narrowly tailored note to the patient's employer.

- ✓ Pregnancy (*include if the patient is comfortable revealing her pregnancy status*)
- ✓ Medical Condition and Life Activities Impaired (*include if the patient is comfortable revealing her medical condition*)
- ✓ Patient's Precise Limitations
- ✓ Able to Work with Reasonable Accommodation(s)
- ✓ Suggested Reasonable Accommodation(s)
- ✓ Duration

For a guided step-by-step interactive process, visit <https://www.pregnantatwork.org/healthcare-professionals/pregnancy>.