

Under the new Pregnant Workers Fairness Act (PWFA), your workplace must give you an accommodation if you need one, unless it will be a significant burden on them.



### What indicates a significant burden?

An employer does not have to provide a reasonable accommodation under the PWFA if it causes the employer an undue hardship. "Undue hardship" means significant difficulty or expense.

### If I wish to request an accommodation, what do I say?

- ✓ I'm having trouble getting to work at my scheduled starting time because of morning sickness,
- ✓ I need more bathroom breaks because of my pregnancy.
- ✓ I need time off from work to attend a medical appointment because of my pregnancy.



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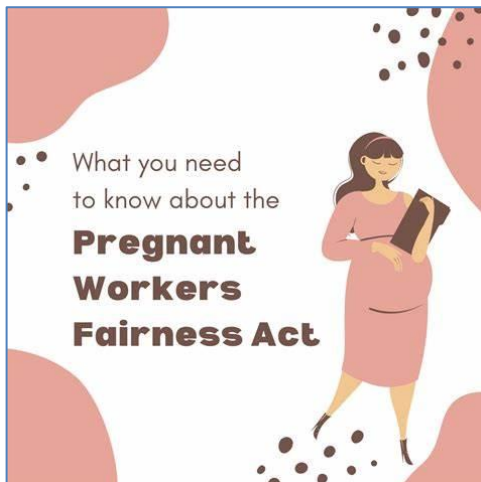
## Understanding the



## Pregnant Workers Fairness Act (PWFA)

## What is the Pregnant Workers Fairness Act (PWFA)?

The Pregnant Workers Fairness Act (PWFA) which went into effect on June 27, 2023, requires the Army to provide a “reasonable accommodation” to a qualified employee or applicant whose known limitations are related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.”



## What makes a person qualified?”

An employee or applicant who can perform the “essential functions” of the job with or without a reasonable accommodation is qualified.

Also,

an employee can be qualified even if they cannot do the essential functions of their job as long as:

- ✓ The inability is temporary.
- ✓ The employee could perform the functions “in the near future;” and
- ✓ The inability to perform the essential functions can be reasonably accommodated.

## What are limitations?

Physical or mental conditions related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions.

## How do I apply for an Accommodation under the Pregnant Workers Fairness Act?

Requesting an accommodation under the Pregnant Workers Fairness Act, is simple. First and foremost, you should request the accommodation through your first-line supervisor or the Fort Novosel EEO Office, Disability Program Manager (DPM).

## Who is the Disability Program Manager (DPM) at Fort Novosel?

The Disability Program Manager at Fort Novosel is Ms. Lesa Willard.

She can be contacted at:  
(334) 255-1377  
[Lesa.d.willard.civ@army.mil](mailto:Lesa.d.willard.civ@army.mil)

