



### **NOTICE OF PREGNANCY ACCOMMODATION RIGHTS**

In compliance with South Carolina law (S.C. Code Ann. §1-13-80), this is to provide written notice that Clemson University will not discriminate against an individual because of pregnancy, childbirth, or related medical conditions, including, but not limited to, lactation. Clemson University will endeavor to make reasonable accommodations for an employee's medical needs arising from pregnancy, childbirth, or related medical conditions, unless doing so would impose an undue hardship on the operation of the University's business.

Reasonable accommodations may include, but are not limited to:

- making existing facilities readily accessible to and usable by such employees, including acquiring or modifying equipment or devices necessary for performing essential job functions;
- providing more frequent or longer break periods;
- providing more frequent bathroom breaks;
- providing a private place, other than a bathroom stall for the purpose of expressing milk;
- modifying a food or drink policy;
- modifying work schedules;
- providing seating or allowing the employee to sit more frequently;
- providing assistance with manual labor and limits on lifting;
- temporarily transferring an employee to a less strenuous or hazardous vacant position, if qualified; or
- providing job restructuring or light duty, if available.

Clemson University will not:

1. deny employment opportunities to an employee based on the need of the University to make such reasonable accommodations;
2. require an employee to accept an accommodation that the employee chooses not to accept, if the employee does not have a known limitation related to pregnancy, or if the accommodation is unnecessary for the employee to perform the essential duties of their job;
3. require an employee to take leave under any leave law or University policy if another reasonable accommodation can be provided to the employee; or
4. take any adverse action against an employee in the terms, conditions, or privileges of employment for requesting or using a reasonable accommodation.

If employees have any questions concerning this policy, they should contact Priscilla Harrison (priscih@clemson.edu) with the Office of Access and Equity, 864-656-0620.

**NOTHING IN THIS POLICY ALTERS AT-WILL EMPLOYMENT STATUS.**