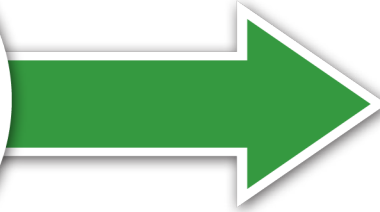




Print It



Post It

This notice is a new additional panel that will be added on to the labor law poster. The PDF update will not fit over the existing poster. To continue your compliance, simply print the update and post it next to your labor law poster.

Important Note:

We do our best to always fit revised notices over your labor law posters. The content added is a new panel which will not fit over your existing poster. Please post next to your complete labor law poster to maintain readability and compliance.

If you have questions about this update or any other update, please contact us at ecompliance@laborlawcenter.com or call 1-800-745-9970.

Thank you for choosing the e-Compliance™ Plan to guarantee your compliance!

LaborLawCenter, Inc. does not assume responsibility for the use, actions, or decisions made by the employer. LaborLawCenter, Inc. is not providing any legal advice or legal opinion by selling this poster. It is highly recommended that you consult with a legal advisor for your specific situation. The content on the poster(s) is for informational purposes only and should not take the place of formal training.



REASONABLE ACCOMMODATION TO PREGNANT EMPLOYEES

**According to Utah Antidiscrimination Act, Senate Bill 59,
Utah employers must provide reasonable accommodation for pregnant employees as follows:**

1. Provide reasonable accommodations for an employee related to pregnancy, childbirth, breastfeeding, or pregnancy-related conditions if the employee has requested an accommodation.
2. May not require employee to terminate employment (or require to take a leave of absence) if another reasonable accommodation can be provided to accommodate the employee's pregnancy, childbirth, breastfeeding, or pregnancy-related condition.
3. May not deny employment opportunities to an employee if the denial is based on the employee's need for a reasonable accommodations related to her pregnancy, childbirth, breastfeeding, or pregnancy-related conditions.

All business must comply with all requests for pregnancy accommodation as long as there was no financial impact to the business.