

Pregnancy and COVID-19 (FACULTY AND STAFF)

Background

The Disability Resource Center (DRC) has recently seen an increase in the number of employees who are pregnant requesting accommodation to continue working remotely (or, to start working remotely) due to their own health concerns and/or that of their unborn child. For awareness, DRC does not offer accommodation services for pregnancy due to its temporary nature and because there are employment protections afforded pregnant employees by federal law.

Action items

- Similar to faculty* or staff who do not have a health condition or disability but still have concerns about possibly being exposed to COVID-19, an employee who is pregnant should discuss any pregnancy-related accommodation with their supervisor and Human Resource representative. **PLEASE NOTE:** The DRC has updated its [COVID-19 UReturn FAQ #2](#) to reinforce this guidance.
- When consulting with faculty* or staff who do not have a disability or medical condition but who are still concerned about COVID-19 exposure, please provide them with the space to talk through their concerns and then problem solve to hopefully work through these concerns in a way that best supports both the employee and the needs of the work/unit. Obviously, the discussion needs to focus on essential functions of each job, but there are likely areas of compromise that can be explored during these discussions:
 - Can concerns be mitigated by obtaining enhanced PPE available through the [University Health and Safety's Mask Support Program](#)?
 - Is office or cubicle space available that is isolated from the rest of the team?
 - Is installing barrier(s) an option?

- Can you structure scheduling that enables some flexibility to work both from home and work to avoid unnecessary exposure?

*PLEASE NOTE: The Provost's Office isn't looking to be brought into consult on potential accommodation requests to teach remotely (unless it's needed) - but does ask that units are offering modality that "students were expecting to the greatest extent possible."

- Please consult with your Employee Relations Consultant if you have any questions.