

**NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION  
BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS**

State law protects employees and applicants from discrimination based on pregnancy, childbirth and related conditions. Federal law provides similar protections.

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth and related conditions such as the need to express breast milk for a nursing child. This workplace may not:

- refuse to grant you the reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave if another reasonable accommodation can be granted; or
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth or related condition, please contact one of the following staff members:

Nancy Escher  
Associate Vice President, Chief Human  
Resources Office, Title IX Coordinator

Name

401-341-2157

Phone Number

nancy.escher@salve.edu

Email address

100 Ochre Point Avenue

Newport, RI 02840

Address

Claudia Cavallaro  
Associate Director for HR and  
Benefits

Name

401-341-2332

Phone Number

claudia.cavallaro@salve.edu

Email address

100 Ochre Point Avenue

Newport, RI 02840

Address

If you have been the victim of discrimination based on pregnancy, childbirth or related conditions and/or denial of a reasonable accommodation, contact:

**Rhode Island Commission for Human Rights  
180 Westminster Street, 3<sup>rd</sup> Floor  
Providence, RI 02903  
(401) 222-2661  
TTY: 401-222-2664  
www.richr.ri.gov**