

**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:

Claudia Cavallaro, Associate Director of HR and Benefits  
401-341-2332  
[cavallaroc@salve.edu](mailto:cavallaroc@salve.edu)  
Office of Human Resources  
Stonor Hall

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](http://www.richr.ri.gov)**