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, menopause and related conditions.

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

- •refuse to grant you a 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, meonpause or a related condition, please contact one of the following staff members:

_Nancy Escher	_Claudia Cavallaro
Name	Name
_401-341-2157	401-341-2332
Phone Number	Phone Number
_nancy.escher@salve.edu	cavallac@salve.edu
Email address	Email address
Office of Human Resources	Office of Human Resources
Address	Address

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

Rhode Island Commission for Human Rights 180 Westminster Street, 3rd Floor Providence, RI 02903 (401) 222-2661 TTY: 401-222-2664

TTY: 401-222-2664 www.richr.ri.gov