

## Virginia Human Rights Act

### REASONABLE ACCOMMODATIONS FOR PREGNANCY

#### What are your rights?

Effective July 1, 2020, employers with five or more employees for a 20-week period in the current or preceding year must provide **reasonable accommodations for pregnancy, childbirth or related medical conditions, including lactation**, unless the accommodation would impose an undue hardship.

#### Reasonable Accommodations

Examples of reasonable accommodations include more frequent or longer bathroom breaks, breaks to express breast milk, access to a private location other than a bathroom for the expression of breast milk, acquisition or modification of equipment or access to or modification of employee seating, a temporary transfer to a less strenuous or hazardous position, assistance with manual labor, job restructuring, a modified work schedule, light duty assignments, and leave to recover from childbirth.

Virginia  
Breastfeeding  
Coalition



Questions about your  
breastfeeding rights?  
The **Virginia Breastfeeding  
Coalition** is here to help!

[vabreastfeedingcoalition.org](http://vabreastfeedingcoalition.org)