**VIRGINIA HUMAN RIGHTS ACT**

**REASONABLE ACCOMMODATIONS FOR PREGNANCY**

The Company is posting this Notice, is including it in its Employee Handbook, will provide a copy to all newly-hired employees, and to any female employee within 10 days of learning that she is pregnant.

**Protections from Discrimination**

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. Employers also may not, in response to a request for a reasonable accommodation for pregnancy (i) take adverse actions against an employee; (ii) deny employment or promotions; or (iii) require an employee to take leave if another reasonable accommodation can be provided.

**Reasonable Accommodations**

Examples of potential 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.

**Interactive Process**

When an employee requests an accommodation, the Company will engage in a timely, good faith interactive process with the employee to determine if the requested accommodation is reasonable and, if not, discuss alternative reasonable accommodations that may be provided.

**Questions?**

Please review the Company’s EEO policies for more information or you may contact Human Resources or any executive if you have any questions, concerns, or to request an accommodation.