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Know Your Rights: Vermont Pregnant Workers Fairness Laws

In Vermont, if you are working while pregnant, you don't have to choose between your health and your job. Vermont law gives pregnant workers the right to reasonable pregnancy accommodations in the workplace, helping you to stay healthy and continue working to earn a paycheck to support your family.

What do the Vermont Pregnant Workers Fairness Laws do?

- The law in Vermont protects pregnant workers against discrimination in the workplace. Employers are required to make changes to the work duties or schedule for employees who have limitations due to a pregnancy-related condition.
- These changes are called "reasonable accommodations" and may include, but are not limited to, more bathroom breaks, water breaks, rest breaks, access to a chair or stool, time off to attend prenatal appointments, assistance with duties that require manual labor, heavy lifting, and time off to recover from medical conditions related to pregnancy or childbirth.
- A "pregnancy-related condition" is a limitation of an employee's ability to perform the functions of a job caused by pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

Am I Covered?

- If you are working in a workplace of any size in Vermont, you are covered.

What are my rights?

- You are entitled to reasonable accommodation, when requested, provided the accommodations would not impose an "undue hardship" on your employer, meaning it would be very difficult or expensive for your employer to provide the accommodation.
- Your employer is required to post notice of your rights regarding pregnancy-related accommodations in a conspicuous place at your work.
- If your employer has violated your right to accommodations for a pregnancy-related condition, you have the right to file a claim with the Vermont Attorney General's Office or may contact the Vermont Human Rights Commission.
- You also have the right to file an action in court damages or equitable relief.

Do I have to be disabled to get an accommodation?

- No, your pregnancy-related condition does not need to rise to the level of disability in order for your employer to accommodate you.

Need help or have questions?

Call A Better Balance's free, confidential legal helpline at **1-833-NEED-ABB (1-833-633-3222)** to speak with an attorney about your workplace rights around pregnancy and family care, or contact the Vermont Human Rights Commission or the State Attorney General's Office.