

# Workplace Pregnancy Discrimination and Accommodations Notice

St. Charles Health System (“SCHS”) is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, gender expression or any other classification protected by law.

Under Oregon law, it is an unlawful employment practice for an employer, because of known limitations of an applicant or employee related to pregnancy, childbirth or a related medical condition, such as lactation, to:

(a) deny employment opportunities to an applicant or employee on the basis of the need to make reasonable accommodation to the known limitations.

(b) fail or refuse to make reasonable accommodation to the known limitations, unless the accommodation would cause an undue hardship on the operation of the business of the employer.

(c) take an adverse employment action, discriminate or retaliate because the applicant or employee has inquired about, requested or used a reasonable accommodation.

(d) require an applicant or an employee to accept a reasonable accommodation that is unnecessary for the applicant or the employee to perform the essential duties of the job or to accept a reasonable accommodation if the applicant or employee does not have a known limitation.

(e) require an employee to take family leave or any other leave, if the employer can make reasonable accommodation to the known limitations instead.

Among other possibilities, reasonable accommodations could include acquisition or modification of equipment or devices, more frequent or longer break periods or periodic rest, assistance with manual labor, or modifications of work schedules or job assignments.

**If you have questions about this notice**, please contact your department leadership or the St. Charles Health System Leave Team at [schsleaves@stcharleshealthcare.org](mailto:schsleaves@stcharleshealthcare.org) or by calling Human Resources at (541) 706-7770.

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