



Are you pregnant? Are you planning to become pregnant?

If you need to change the way you work because you are pregnant, make sure to discuss it with your supervisor.

Your Rights and Your Responsibilities

You are entitled to a fair and dignified solution that allows you to continue to do your job while maintaining your current wages and benefits. This is called accommodation.

You have the responsibility to tell your employer about your pregnancy-related needs in a clear and timely manner. This includes providing enough information for your employer to make an informed decision about accommodation.

Accommodation does not always mean a perfect solution or your preferred option. Working together with your employer and union to find solutions involves communication, creativity, and flexibility. It often requires compromise from everyone involved.

Examples of Accommodation

Each situation is unique, but examples of accommodation include:

- Maternity leave
- Lighter or safer duties
- Time off for pregnancy-related medical appointments
- Extra washroom breaks as needed
- Modified uniforms
- Changing or sharing shifts

Women in the workplace are valued employees entitled to equality, dignity, respect and accommodation of their needs when they are attempting to become pregnant, while they are pregnant, and as they return to work following a pregnancy-related absence.

For more information, please visit the Canadian Human Rights Commission's website:
www.chrc-ccdp.gc.ca/pg_gp/guides_guides/index-eng.aspx

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