

Kentucky Pregnant Workers Act

The Kentucky Pregnant Workers Act ("KPWA"), KRS 344.030 to 344.110, effective June 27, 2019, expressly prohibits employment discrimination in relation to an employee's pregnancy, childbirth, and related medical conditions. In addition, under the KPWA it is unlawful for an employer to fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or related medical conditions who requests an accommodation, *including but not limited to*: (1) the need for more frequent or longer breaks; (2) time off to recover from childbirth; (3) acquisition or modification of equipment; (4) appropriate seating; (5) temporary transfer to a less strenuous or less hazardous position; (6) job restructuring; (7) light duty; modified work schedule; and (8) private space that is not a bathroom for expressing breast milk.

Any complaint arising by reason of alleged discrimination shall be directed to: Office of Institutional Equity, Eastern Kentucky University, Jones Building 416, Richmond, Kentucky 40475, (859) 622-8020. External complaints shall be directed to: The Kentucky Commission on Human Rights, 332 W. Broadway, STE 1400, Louisville, Kentucky 40202; (800) 292-5566 (phone); (502) 595-4801 (FAX); kchr.mail@ky.gov; kchr.ky.gov.