



MCSA
Mallard Creek STEM Academy



SCSA
Southwest Charlotte STEM Academy

The Pregnancy Workers Fairness Act, and The Providing Urgent Maternal Protections for Nursing Mothers Act

School fully complies with The Pregnant Workers Fairness Act (PWFA) and provides reasonable accommodations to employees with known limitations related to pregnancy, childbirth, or related medical conditions.

Examples of potential reasonable accommodations include:

- the ability to sit, stand, or drink water;
- closer parking;
- additional break time to use the bathroom, eat, and rest;
- unpaid leave or time off to recover from childbirth; and
- limitations on strenuous activity.

Employees covered by this policy should follow the process set forth in the School's Americans with disabilities Act policy to request reasonable accommodations. It is prohibited for adverse action to be taken against a covered employee on account of requesting or using a reasonable accommodation.

If the need for a particular accommodation is not obvious, an employee may be asked to include reasonable documentation which:

- confirms the physical or mental condition;
- confirms that the physical or mental condition is related to, affected by, or arising out of pregnancy, childbirth or related medical conditions (the "limitation"); and
- states that the reasonable accommodation is needed due to the limitation.

The School will not require an employee to accept any accommodation without engaging in the interactive process to accurately understand the employee's limitations and explore potential accommodations. The School is not required to provide any accommodation that would constitute an undue hardship on the School, meaning significant difficulty or expense for the School.

In accordance with the Fair Labor Standards Act (FLSA), School also provides reasonable breaktime to any covered employee to express breast milk for their nursing child for one year after the child's birth each time such employee has need to express the milk.

In addition, School fully complies with The Providing Urgent Maternal Protections for Nursing Mothers Act (“The PUMP Act”) which provides that nursing employees are entitled to a place to pump at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. Please reach out to vperry@mcstemacademy.org or vperry@scstemacademy.org for more information.

Adopted 2026