Bay Path University
Office of Human Resources

Date: April 1, 2018
To: All Employees
Subject: Massachusetts Pregnant Workers Fairness Act Notice


Bay Path University is firmly committed to protecting the rights of pregnant employees and complying with the Massachusetts Pregnant Workers Fairness Act, effective April 1, 2018. Under the Act, you are entitled to:

- freedom from discriminatory or unlawful employment practices based on your pregnancy or a condition related to the pregnancy, including lactation or the need to express breast milk for a nursing child, and;
- reasonable accommodations, upon request, related to your pregnancy or a condition related to the pregnancy, unless an accommodation would impose an undue hardship on the business of the University.

In general, it is your responsibility to notify your Manager/Supervisor and Human Resources of the need for an accommodation. Upon doing so, the University will provide you written notice of your rights under the Act no more than 10 days after such notification, and the University may ask you for input about the type of accommodation believed to be necessary or the functional limitation caused by the pregnancy or condition related to the pregnancy. Also, when appropriate, the University may request that you provide additional information from your physician or other medical or rehabilitation professional, unless the requested accommodation is in regards to:

- more frequent restroom, food or water breaks,
- seating,
- limits on lifting over twenty (20) pounds, or
- private non-bathroom space for expressing milk.

If an employee requests an extension of the originally agreed upon accommodation, an employer may require documentation.

This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

The foregoing is a synopsis of the requirements under the Act, and both employees and employers are encouraged to read the full text of the law available on the General Court's website at:


Effective April 1, 2018, this information will be provided to all employees and has been included in the Operations Manual which can be accessed via the Human Resources portal.