

**BOSTON COLLEGE**  
**BENEFITS OFFICE**

**NOTICE TO EMPLOYEES**

**About the**  
**PREGNANT WORKERS FAIRNESS ACT**

This 2018 Massachusetts act expressly prohibits employment discrimination on the basis of pregnancy or conditions related to pregnancy. It also describes employers' obligations to employees who are pregnant or lactating and the protections these employees are entitled to receive. Generally, employers may not treat employees or job applicants less favorably than other employees based on pregnancy or pregnancy-related conditions and have an obligation to accommodate pregnant workers. The law is enforced by the Massachusetts Commission Against Discrimination (MCAD).

One provision in the law is that employers are to provide a notice about the law to new employees and to any employee who informs her employer that she is pregnant or that she has a pregnancy-related condition.

For more specific information about this Act, go to the online **Employee Handbook** [[www.bc.edu/employeehandbook](http://www.bc.edu/employeehandbook)], click the *A-Z INDEX*, the *Pregnant Workers Fairness Act*, and [MCAD Questions and Answers](#).

It is most important that any **manager or supervisor** who is informed by an employee that she is pregnant or has a pregnancy-related condition advise her to read the information in the Employee Handbook mentioned above, including the [MCAD Questions & Answers](#). The employee may also contact the Benefits Office for the information [[benefits@bc.edu](mailto:benefits@bc.edu) or extension 2-3329].