

**NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION  
BECAUSE OF PREGNANCY, CHILDBIRTH, MENOPAUSE, AND RELATED  
CONDITIONS**

State law protects employees and applicants from discrimination based on pregnancy, childbirth, menopause and related conditions.

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth, menopause and related conditions such as the need to express breast milk for a nursing child or the need to manage the effects of vasomotor symptoms. This workplace may not:

- refuse to grant you a reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave if another reasonable accommodation can be granted; or
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth, menopause or a related condition, please contact one of the following staff members:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

401-780-3131

401-780-3129

Phone Number

Phone Number

info@cranstonri.gov

mfavichio@cranstonri.gov

Email address

Email address

869 Park Avenue

Cranston, RI

Address

\_\_\_\_\_  
Address

If you have been the victim of discrimination based on pregnancy, childbirth, menopause or related conditions and/or denial of a reasonable accommodation, contact:

**Rhode Island Commission for Human Rights  
180 Westminster Street, 3<sup>rd</sup> Floor  
Providence, RI 02903  
(401) 222-2661  
TTY: 401-222-2664  
www.richr.ri.gov**