

River Valley Child Development Services

PREGNANCY (PDA) LEAVE

Effective: April 20, 2012

Policy:

River Valley prohibits discrimination on the basis of pregnancy, childbirth or related medical conditions as set forth in the ***Pregnancy Discrimination Act of 1978 (PDA)***, as amended.

Female employees affected by pregnancy and related conditions are treated the same as other applicants and employees on the basis of their ability or inability to work. A female is therefore protected against such practices as being fired or refused a job or promotion because she is pregnant. She cannot be forced to go on leave as long as she can still work and if other employees who take disability leave are entitled to get their jobs back, so are employees who have been unable to work because of pregnancy.