

One Minute Memo®



NYC Pregnancy Accommodation Law Takes Effect January 30

This Thursday, January 30, 2014, is the effective date of the New York City Human Rights Law amendment requiring City employers to provide a “reasonable accommodation” to pregnant women and those who suffer medical conditions related to pregnancy and childbirth. The law also requires employers to provide written notice of the right to be free from discrimination relating to pregnancy, childbirth and related conditions. New employees must receive notice at the start of employment and existing employees must receive notice within 120 days of the law’s effective date, *i.e.*, on or before May 30, 2014. In addition, the statute suggests (but does not explicitly require) that the notice be conspicuously posted at an employer’s place of business in an area accessible to employees.

Posters that satisfy the notice requirement in multiple languages are available on the website of the [NYC Commission on Human Rights](#).

For a more detailed discussion of the substance of the law, see our prior [client alert](#).

By [Gena B. Usenheimer](#)

For assistance or questions regarding this alert, please contact your Seyfarth attorney with whom you work, or Gena Usenheimer at gusenheimer@seyfarth.com.

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