



## **1-11 POLICY ON PREGNANCY DISCRIMINATION**

SYCAMORE PARK DISTRICT prohibits and does not tolerate discrimination against anyone based on pregnancy. SYCAMORE PARK DISTRICT will treat all applicants and employees who are pregnant in the same manner as any other applicant or employee about job related functions, benefits, opportunities, and purposes. No person or employee, no matter their title or position, may discriminate against a pregnant employee or applicant.

SYCAMORE PARK DISTRICT will not deny or remove a pregnant employee from a position because the employee is pregnant, considering pregnancy, or experiencing any pregnancy related problems. All decisions regarding a pregnant employee's placement in or continuation in a job will be based on the same consideration that governs all employment decisions-the employee's ability to satisfactorily perform the essential duties of the job in question.

If you have a question, complaint, or problem related to pregnancy discrimination, you should relate such question, complaint, or problem to your department head. If you feel uncomfortable doing so, or if your supervisor is the source of the problem, condones the problem or ignores the problem, report to the Executive Director.

If neither of these alternatives is satisfactory to you, then you can direct your questions, problems, complaints, or reports to the Board of Directors. You are not required to directly confront the person who is the source of your report, question, or complaint before notifying any of those individuals listed.

Adopted:

Revised: October 2022