



UNIVERSITY POLICY

SUBJECT: AFFIRMATIVE ACTION/EEO **TITLE:** PREGANANCY AND CHILDBIRTH
CODING: 00-01-35-50:00 **ADOPTED:** 11/01/91 **AMENDED:** 11/01/97

As of August 1, 2008
this policy is under revision.

Use the following link at the Office of Workplace Diversity website
for Interim Guidelines:

http://umdnjcaprod.umdj.edu/owd/policies/policies/Interim_Guidelines-SH_Policy1_feb09.doc



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I. PURPOSE

To ensure nondiscrimination of female employees because of pregnancy, child birth and related medical conditions in accordance with the 1978 Pregnancy Discrimination Act.

II. ACCOUNTABILITY

Under the direction of the President, the Associate Vice President for Affirmative Action and Equal Employment Opportunity (AA/EEO) shall ensure compliance with this policy. The Associate Vice President for Affirmative Action and Equal Employment Opportunity in concert with the Deans and Vice Presidents shall implement this policy.

III. REFERENCES

A. Human Resources Policies and Procedures Manual

1. Sick Pay [30-01-40-15:00](#)
2. Medical Leave of Absence [30-01-40-40:00](#)

IV. POLICY

A. Requirements:

1. It is the policy of the UMDNJ that employment decisions such as hiring, promotion, seniority rights and fringe benefits do not discriminate against women because of pregnancy, childbirth or related medical conditions.
2. Leaves of absence for medical reasons may be granted because of childbirth, pregnancy or related medical conditions the same as for any other medically related reasons. Female employees returning from leaves of absence due to pregnancy or related medical conditions will be able to return to the same or similar position as that specified in the Leave of Absence Policy.
3. Leaves of absence for medical reasons because of pregnancy, childbirth and medically related conditions are separate from and in addition to any leaves for which a woman is eligible or that are granted under the Family Leave Act of 1990 and UMDNJ policy.
4. Sick leave as described and calculated by UMDNJ may be used for time off required by an active employee for those days that she can not work before and after childbirth and for any other medically related condition, subject to appropriate medical certification.

5. Disability benefits and health insurance plans have been established by the UMDNJ. Pregnancy, childbirth and related medical conditions are covered to the extent as stipulated in the plans.

President

SUSPENDED