

## **NOTICE**

The Delaware Discrimination in Employment Act (“DDEA”) prohibits discrimination against an applicant or employee based on pregnancy, childbirth, lactation or related conditions. If you believe that you have been subject to pregnancy discrimination or retaliation, please inform a manager as soon as reasonably possible. The University of Delaware is committed to providing a workplace free from discrimination, harassment and retaliation, and will take prompt action to investigate and remedy the situation, as necessary.

The DDEA also provides for reasonable accommodations of known limitations related to pregnancy, childbirth, and related conditions, provided that the accommodation does not impose an undue hardship on the university. An employee need not be disabled to request such an accommodation. If you have a known limitation related to pregnancy that impacts your ability to satisfactorily perform the essential duties of your job, please inform your supervisor so that we can promptly begin the process of identifying a reasonable accommodation. Employees are encouraged to request a reasonable accommodation as soon as the need arises and prior to any performance issues. Employees will not be retaliated against for requesting or using a reasonable accommodation.