

Kentucky Pregnant Workers Act

In 2019, the Commonwealth of Kentucky passed the Kentucky Pregnant Workers Act. The Act requires employers with 15 or more employees to provide a reasonable accommodation for an employee's limitations related to her pregnancy, childbirth or other pregnancy-related medical conditions.

Reasonable accommodations under the Kentucky Act may include, but are not limited to the following:

- Additional break time
- Time off to recover from childbirth
- Appropriate seating
- Acquisition or modification of equipment
- Temporary transfer to a less strenuous or less hazardous position
- Modified work schedules
- Light Duty
- Private space to express breast milk

Covered employees are encouraged to speak to their manager and HR Representative to engage in the interactive process to request a reasonable accommodation.

If you have any questions regarding your obligations under the Kentucky law or if you need assistance with working through the interactive process, please contact Louisville Metro HR at 574-8100.

Louisville Metro Government prohibits and does not tolerate any form of discrimination, including harassment, of pregnant or breastfeeding employees in any form. We are committed to maintaining a work environment that is free from discrimination and harassment on the basis of race, color, disability, religion, religious expression, age, sex (including pregnancy, childbirth, and related medical conditions, gender, transgender status, gender identity/expression), sexual orientation, national or ethnic origin (including limited English language proficiency), political affiliation, status as a protected veteran and/or any other classification protected by state or federal laws.