The University of Virginia does not unlawfully discriminate on the basis of pregnancy, childbirth, or related medical issues. Employees may have a right to reasonable accommodation for known limitations related to pregnancy, childbirth, or related medical issues. Reach out to Human Resources – Employee Relations if you have limitations related to pregnancy, childbirth, or related medical issues for which you seek an accommodation. You may be entitled to an interactive process to determine whether a specific accommodation is reasonable. Employers are prohibited from taking adverse action against an employee who requests or uses a reasonable accommodation.

Information about your rights can be found on the Human Resources website, Notice of Non-Discrimination page.

For information, the full text of the statute can be found here.