## Workable Accommodation Ideas for Typical Pregnancy-Related Conditions

<table>
<thead>
<tr>
<th>Condition</th>
<th>Potential Reasonable Accommodations</th>
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| Abnormal placentation (placenta accreta, placenta percreta, placenta increta, placenta previa, vasa previa) | • Allow time off for medical appointments  
• Provide scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility)  
• Allow assistance from coworkers with lifting  
• Provide assistive equipment to lift more than X pounds  
• Temporarily modify particular duties of the job  
• Move workstation close to restrooms                                                                                                                                 |
| Anemia                                                                   | • Allow sitting while working  
• Allow assistance from coworkers in lifting  
• Allow breaks every 4 to 6 hours                                                                                                                                                                                                      |
| Bladder dysfunction (urinary incontinence)                               | • Allow more frequent bathroom breaks as needed                                                                                                                                                                                       |
| Carpal tunnel syndrome                                                   | • Allow occasional breaks from manual tasks or typing – state how frequently (e.g. every two hours or “as needed”)  
• Provide specialized programs that allow for dictation instead of typing  
• Provide ergonomic support for hands and wrists  
• Allow wearing of wrist brace                                                                                                                                                                                                        |
| Cesarean incision infection                                              | • See wound complications                                                                                                                                                                                                                                                                   |
| Cholestasis of pregnancy                                                 | • Allow time off from work twice weekly for medical appointments  
• Allow to take medication                                                                                                                                                                                                                |
| Deep vein thrombosis                                                     | • Allow frequent (hourly) breaks to stretch and move extremities  
• Allow refrigerator for storage and privacy for injections  
• Modification of workstation to allow for more comfortable movement of legs  
• Allow teleconferencing rather than travel to avoid risks associated with travel                                                                                                                                                   |
| Depression                                                               | • Provide time off for employee to participate in therapeutic sessions  
• Temporarily transfer employee to a less distracting environment  
• Allow telecommuting (which may include temporary transfer to a position that allows for telecommuting)                                                                                                                    |
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| Diabetes                                | • Allow time off for medical appointments  
• Permit employee to take more frequent bathroom breaks and to eat small snacks during work hours – be specific with regard to timing, if possible (e.g., approximately every two hours, or “as necessary”)  
• Allow breaks and a private location for testing blood glucose – before and/or after each meal  
• Provide space for medications to be stored  
• Allow scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility) |
| Dyspnea                                 | • Provide employee with stool or chair to sit on while working  
• Provide assistive equipment for lifting  
• Allow coworker assistance with lifting  
• Temporarily modify particular duties of the job |
| Fatigue                                 | • Temporarily modify job duties to avoid strenuous activity  
• Allow scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility)  
• Exemption from mandatory overtime |
| Gastroesophageal reflux (GERD)          | • Allow breaks for food – be specific as to timing (e.g., approximately every two hours, or “as necessary”)  
• Provide space for medications to be stored |
| Hyperemesis gravidarum (morning sickness) | • Allow employee to take more frequent bathroom breaks  
• Allow employee to eat small snacks during work hours  
• Provide a cot for lying down and take breaks as needed  
• Provide schedule changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility) |
| Hypertension                            | • Provide time and place for blood pressure monitoring  
• Allow time off for medical appointments and monitoring |
| Insomnia                                | • Provide scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility)  
• Provide a cot for lying down and take breaks as needed |
| Intrauterine growth restriction         | • Provide scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility) |
| Lactation complication, such as breast engorgement | • Provide a private space for pumping  
• Provide breaks every 3-5 hours lasting at least 20 minutes in order to pump |
| Lower extremity edema                   | • Provide employee with stool or chair to sit on while working  
• Modify workstation to allow elevation of legs  
• Allow short breaks for movement or exercise – state how frequently (e.g., approximately every two hours, or “as necessary”)  
• Modify footwear requirements – be specific |
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| Lower extremity varicosities           | - Allow short breaks for movement or exercise – be specific as to timing (e.g., approximately every two hours, or “as necessary”)  
- Modify workstation to provide ability to sit or stand as needed |
| Lumbar lordosis                        | See musculoskeletal pain                                                       |
| Mastitis                               | - Provide a private space for pumping  
- Provide breaks every 3-4 hours lasting at least 20 minutes in order to pump |
| Migraine headaches                     | - Change lighting in the work area to create a less bright environment  
- Limit exposure to noise and fragrances  
- Provide scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility) |
| Musculoskeletal pain (back pain)       | - Allow use of a heating pad as needed  
- Allow sitting while working  
- Allow assistance from coworkers in lifting  
- Provide assistive equipment to lift more than X pounds  
- Allow modification of workstation  
- Temporarily modify particular duties of the job  
- Must be allowed to wear belt |
| Oligohydramnios                        | - Allow time off for medical appointments |
| Pelvic pain (round ligament pain, uterine pain, Braxton Hicks, degenerating fibroid) | - Allow lifting assistance from coworkers  
- Provide assistive equipment to lift more than 25 pounds  
- Modify workstation to provide ability to sit or stand as needed  
- Provide scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility)  
- Allow more frequent breaks - be specific as to timing (e.g., approximately every two hours, or “as necessary”) |
| Pelvic varicosities (hemorrhoids)      | - Allow employee to avoid being in a seated position all day or to use a special cushion |
| Placental abruption                    | - Allow time off for medical appointments  
- Provide scheduling changes such as flexible schedules or telework (which may include a temporary transfer to a position that provides this kind of flexibility)  
- Allow assistance from coworkers with lifting  
- Provide assistive equipment to lift more than X pounds  
- Temporarily modify particular duties of the job  
- Move workstation close to restrooms |
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<td>Preterm pregnancy risk (shortened cervix, incompetent cervix, cerclage, threatened preterm labor)</td>
<td>- Allow time off for medical appointments</td>
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<td>Pulmonary embolism</td>
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<td>- Must be allowed to take medications, including injections, at work</td>
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<td>Rash, dermatitis, PUPPP</td>
<td>- Allow use of protective gloves or clothing as recommended</td>
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<tr>
<td>Sciatica</td>
<td>- Allow lifting assistance from coworkers</td>
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<td>Stroke (TIA, embolus, CVA)</td>
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<td>- Allow flexible schedule</td>
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<td>Sub-chorionic hematoma</td>
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<td>Symphyseal separation</td>
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| Syncope                                       | • Provide a stool or chair to sit on while working  
• Allow more frequent breaks - be specific as to timing (e.g., approximately every two hours, or “as necessary”)  
• Allow lifting assistance from coworkers  
• Provide assistive equipment to lift more than X pounds  
• Temporarily modify specific duties of the job  
• Move workstation close to restrooms |
| Thrombocytopenia                              | • Allow time off from work for medical appointments  
• Modify work duties to temporarily refrain from engaging in activities that would cause bruising (identify specific activities) |
| Urinary tract Infection                       | • Allow more frequent bathroom breaks as needed  
• Allow employee to carry a bottle of water |
| Vaginal laceration separation                 | • See wound complications                                                                 |
| Wound complications, such as cesarean incision infection or vaginal laceration separation | • Allow sitting while working  
• Allow assistance from coworkers in lifting  
• Allow modification of workstation  
• Allow assistance from coworkers in activities that require bending or twisting  
• Provide assistive equipment to lift more than X pounds  
• Allow frequent bathroom privilege  
• Temporarily modify particular duties of the job |