

NOTICE REGARDING RIGHTS OF PREGNANT APPLICANTS AND EMPLOYEES

Employees and applicants have the right to be free from discriminatory or unfair employment practices due to pregnancy, a health condition related to pregnancy, or the physical recovery from childbirth.

If an applicant or an employee requests an accommodation related to pregnancy, physical recovery from childbirth, or a related condition, Mines and the applicant or employee shall engage in a timely, good-faith, and interactive process to determine effective, reasonable accommodations for the applicant or employee for conditions related to pregnancy, physical recovery from childbirth, or a related condition. If you need an accommodation, please contact Human Resources. Mines may require an employee or applicant to provide a note stating the necessity of a reasonable accommodation from a licensed health care provider before providing an accommodation.