

1.12 PREGNANT WORKERS FAIRNESS ACT

It is the policy of Austin County to prohibit any harassment of, or discriminatory treatment of employees based on known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions or because an employee has requested a reasonable accommodation. If an employee feels they have been subject to such treatment, or has witnessed such treatment, the situation should be reported to your elected official, appointed official, or department head. All elected officials, appointed officials, department heads, and employees with responsibilities requiring knowledge are instructed to treat the employee's limitation with confidentiality.

It is Austin County's policy to reasonably accommodate applicants and employees with known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions unless the accommodation would impose an undue hardship on the county. If you require an accommodation, please contact your elected official, appointed official, or department head. Reasonable accommodation shall be determined through an interactive process of consultation.