

Professor Jean Morrison, University Provost and Chief Academic Officer

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TO: Employees of Boston University

FROM: Jean Morrison, University Provost and Chief Academic Officer 
Diane Tucker, Vice President, Human Resources 

DATE: March 29, 2018

SUBJECT: Implementation of Massachusetts Pregnant Workers Fairness Act (PWFA) at Boston University

The Massachusetts Pregnant Workers Fairness Act (PWFA) will take effect on April 1, 2018. This new law entitles employees to reasonable accommodations for pregnancy and pregnancy-related conditions, bans discrimination based on pregnancy, and prohibits employers from retaliating against pregnant employees asking for reasonable accommodations related to pregnancy. The [notice](#) prepared by the Massachusetts Commission Against Discrimination provides further detail about the protections provided by the PWFA.

The University's Equal Opportunity Office and Human Resources will be taking the following steps in order to comply with the PWFA's requirements:

- Effective April 1, 2018, the University's [Equal Opportunity/Affirmative Action Policy](#) and [Complaint Procedures In Cases of Alleged Unlawful Discrimination or Harassment](#) will be updated to prohibit discrimination on the basis of "pregnancy and related conditions." The University's [Reasonable Accommodation Policy](#) will be updated to include pregnancy and pregnancy related conditions as conditions to be addressed and appropriately accommodated under that Policy.
- Effective April 1, 2018, the University's Equal Opportunity Office will begin to administer the [Reasonable Accommodation Policy](#) to provide reasonable accommodations to employees for pregnancy or pregnancy-related conditions as outlined in that Policy.
- Commencing April 1, 2018, Human Resources will provide the attached notice describing the protections of the PWFA to new employees and any employees who notify the University of their pregnancy or pregnancy-related conditions.

Any questions or concerns regarding the implementation of this important new law may be directed to the University's [Equal Opportunity Office](#) or [Human Resources](#).