

NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS

State law protects employees and applicants from discrimination based on pregnancy, childbirth, menopause and related conditions.

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth, menopause and related conditions such as the need to express breast milk for a nursing child or the need to manage the effects of vasomotor symptoms. This workplace may not:

- refuse to grant you a reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave if another reasonable accommodation can be granted; or
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth, menopause or a related condition, please contact one of the following staff members:

Kenneth Young
Name

Paris Nogueras
Name

984-275-3119
Phone Number

984-263-9181
Phone Number

Kenneth.young@procomservices.com
Email address

Paris.Nogueras@procomservices.com
Email address

8000 Regency Pkwy Suite 280

8000 Regency Pkwy Suite 280

Cary NC, 27518
Address

Cary NC, 27518
Address

If you have been the victim of discrimination based on pregnancy, childbirth, menopause or related conditions and/or denial of a reasonable accommodation, contact:

**Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor
Providence, RI 02903
(401) 222-2661
TTY: 401-222-2664
www.richr.ri.gov**