
**Board of Trustees
Douglas County School District**

PERSONNEL

PREGNANCY, CHILDBIRTH, AND RELATED MEDICAL CONDITIONS

It is the Douglas County School District policy to comply proactively with the applicable employment provisions of discrimination laws, including without limitation the Federal Pregnancy Discrimination Act (PDA) and Nevada Pregnant Workers' Fairness Act under NRS 613.

The Douglas County School District is committed to provide reasonable accommodation, as listed in the Accommodation section under Employment Disabilities (BP 451), whenever a female employee/applicant requests an accommodation for a condition of the employee relating to pregnancy, childbirth, or a related medical condition, provided the individual is otherwise qualified to perform the essential functions of the assigned job, absent undue hardship.

Adopted: 4/11/2023