

Download File PDF Human Rights In Employment Law

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so many fake sites. this is the first one which worked! Many thanks

NEW YORK CITY is a family friendly city with a strong and vibrant workforce, including pregnant women and people with children. The NYC COMMISSION ON HUMAN RIGHTS wants to help you keep your workforce strong and your job secure.

The City Human Rights Law requires employers to provide reasonable accommodations to address the needs of an employee for her pregnancy, childbirth or related medical condition, and also requires employers to provide written notice of employees' rights under the law.

| EMPLOYERS | EMPLOYEES |
|---|--|
| Take the time to work with your employee to agree on a reasonable accommodation that: <ul style="list-style-type: none">• Values your employee's contributions to the workplace• Helps your employee satisfy the essential requirements of her job• Keeps her in the workplace for as long as she is able and wants to continue working• Is right for your employee & doesn't cause undue hardship in the context of your business Ignoring a request for a reasonable accommodation or firing your employee after she requests one can expose you to damages and civil penalties. Stay informed about your obligations under the law - contact the Commission for more information, including how you most easily employees about their rights under the law. | If you need a reasonable accommodation to continue working or remain employed, you can request one. Examples include: <ul style="list-style-type: none">• Breaks (e.g. to use the bathroom, facilitate increased water intake, or provide necessary rest)• Assistance with manual labor• Changes to your work environment• Time off for prenatal appointments• A private, clean space and breaks for expressing breast milk• Light duty or a temporary transfer to a less strenuous or hazardous position• Time off to recover from medical conditions related to childbirth If your request for a reasonable accommodation has been ignored or denied without an appropriate alternative, speak with someone at the Commission. |

The type of reasonable accommodation appropriate for an employee should be tailored to the needs of the employee and the employer. Call the Commission to help keep women in the workplace.

NYC Commission on Human Rights | www.nyc.gov/cochr or call 311 | [@NYCCommissiononHR](https://www.nyc.gov/cochr) | [#NYCCHR](https://www.nyc.gov/cochr)
100 St. James, 8th Fl. • Convent Ave. • Manhattan, Commission Chair

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