



# HR News Alerts

## Colorado Releases Pregnancy Accommodations Notice

Posted on August 31 2016 09:48 AM

### Notice Must Be Posted in Conspicuous Place

The Colorado Civil Rights Division has released a [notice](#) for employers to use to comply with state law regarding **pregnancy accommodations**.

### Background

A [new law](#) in Colorado, effective as of August 10, 2016, generally requires employers to provide **reasonable accommodations** to perform the essential functions of a job to an applicant or employee for **health conditions related to pregnancy** or the **physical recovery from childbirth** (if the applicant or employee requests the reasonable accommodations)—unless an accommodation would impose an **undue hardship** on the employer's business.

Additionally, employers are **prohibited** from taking certain actions, such as **requiring an employee to take leave** if the employer can provide another reasonable accommodation for the employee's pregnancy, physical recovery from childbirth, or related condition.

### Notice Requirements

Employers must provide **written notice** of the right to be free from discriminatory or unfair employment practices under the law to **new employees at the start of employment**, and **existing employees within 120 days after the law's August 10, 2016 effective date**.



Employers must also **post the required notice** in a conspicuous place in the employer's place of business in an area accessible to employees.

### **Model Notice Now Available**

The Colorado Civil Rights Division has released a [notice](#) for employers to use to comply with the notice requirements above. The notice is also available in [Spanish](#).

Contact Us at eESI with any further questions.

**CALL 1-888-465-1171**

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