

Workplace Pregnancy Discrimination and Accommodations Notice

Samaritan Health Services is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, gender expression or any other classification protected by law.

Under Oregon Law, it is an unlawful employment practice for an employer, because of known limitations related to pregnancy, childbirth, or a related medical condition, including but not limited to lactation, of a job applicant or an employee, to:

- Deny employment opportunities to an applicant or employee if the denial is based on the need of the employer to make reasonable accommodation to the known limitations.
- Fail or refuse to make reasonable accommodation to the known limitations, unless the employer can demonstrate that the accommodation would impose an undue hardship on the operation of the business of the employer.
- Take an adverse employment action or in any manner discriminate or retaliate against an applicant or an employee with respect to hire or tenure, or any other term or condition of employment, because the applicant or employee has inquired about, requested or used a reasonable accommodation under this section.
- Require an applicant or an employee to accept a reasonable accommodation that is unnecessary for the applicant or the employee to perform the essential duties of the job or to accept a reasonable accommodation if the applicant or employee does not have a known limitation.
- Require an employee to take family leave under ORS 659A.150. to 659A.186 or any other leave, if the employer can make reasonable accommodation to the known limitations.

If you have questions about this notice please contact any SHS supervisor, manager or Strategic Human Resources Manager.