



The Pregnancy Workers Fairness Act, and The Providing Urgent Maternal Protections for Nursing Mothers Act

Voyager fully complies with The Pregnant Workers Fairness Act (PWFA) and provides reasonable accommodations to employees with known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship, meaning significant difficulty or expense for the School. Employee covered by this policy should follow the process set forth in Voyager's Americans with Disabilities Act policy. Examples of possible reasonable accommodations including the ability to sit or drink water; receive closer parking; have flexible hours; receive additional break time to use the bathroom, eat, and rest; take unpaid leave or time off to recover from childbirth.

In accordance with the Fair Labor Standards Act (FLSA), Voyager Academy also provides reasonable break time to any covered employee to express breast milk for their nursing child for one year after the child's birth each time such employee has need to express the milk.

In addition, Voyager fully complies with The Providing Urgent Maternal Protections for Nursing Mothers Act ("The PUMP Act") which provides that nursing employees are entitled to a place to pump at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. Please reach out to building principal for more information.