

**NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION  
BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS**

State law protects employees and applicants from discrimination based on pregnancy, childbirth and related conditions. Federal law provides similar protections.

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth and related conditions such as the need to express breast milk for a nursing child. This workplace may not:

- refuse to grant you the reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave if another reasonable accommodation can be granted; or
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth or related condition, please contact one of the following staff members:

Dennette Moul  
Name Director of Human Resource Services

Debra Hargrove  
Name Associate VP for Human Resource Services

717-245-1026  
Phone Number

717-245-1503  
Phone Number

mould@dickinson.edu  
Email address

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Email address

Dickinson College  
PO Box 1773  
Carlisle PA  
17013-2896  
Address

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PO Box 1773  
Carlisle PA  
17013-2896  
Address

If you have been the victim of discrimination based on pregnancy, childbirth or related conditions and/or denial of a reasonable accommodation, contact:

**Rhode Island Commission for Human Rights  
180 Westminster Street, 3<sup>rd</sup> Floor  
Providence, RI 02903  
(401) 222-2661  
TTY: 401-222-2664  
[www.richr.ri.gov](http://www.richr.ri.gov)**