YOUR EMPLOYER HAS AN OBLIGATION TO: • Necessarily accommodate your medical condition or necessary pregnancy, delivery and related medical care leave by: 
  • Provide reasonable workplace accommodations, if any, at no cost to you. For example, you may request a temporary or permanent modification to your work environment or job duties. Your employer may require you to provide reasonable documentation from your doctor certifying that you have a disability or are disabled by pregnancy, childbirth or a related medical condition that requires a workplace accommodation and that a workplace accommodation is needed. If the need for the reasonable accommodation, maintain, at your request, accessible and说完

NOTICE OBLIGATIONS AS AN EMPLOYEE: • You are required to: 
  • Provide reasonable workplace accommodations, if any, at no cost to you. For example, you may request a temporary or permanent modification to your work environment or job duties. Your employer may require you to provide reasonable documentation from your doctor certifying that you have a disability or are disabled by pregnancy, childbirth or a related medical condition that requires a workplace accommodation and that a workplace accommodation is needed. If the need for the reasonable accommodation, maintain, at your request, accessible

FOR PREGNANCY DISABILITY LEAVE: • It is not for an automatic period of time, but for the period 
  • Your employer is required to continue your group health 
  • Your leave will be paid or unpaid depending on your 
  • Your leave will be paid or unpaid depending on your 
  • PDL may include, but is not limited to, additional or more

ADDITIONAL RIGHTS UNDER CALIFORNIA FAMILY RIGHTS ACT (CFRA) AND NEW PARENT LEAVE ACT (NPLA): • Under the California Family Rights Act of 1993 (CFRA), if you have worked for an employer for at least 12 months for at least 1,250 hours in the 12-month period before the date before you need leave, and if your employer has 50 or more employees as defined by the California Labor Code, you are entitled to up to 12 weeks of job-protected leave in a calendar year. If you work for an employer with less than 50 employees, you must be employed by that employer for at least six months before

WHAT DOES “TRANSGENDER” MEAN? Transgender is a term used to describe people whose gender identity differs from the sex they were assigned at birth. Gender expression is defined by the law to mean “a person’s exterior appearance and behavioral expression of one’s gender identity, whether or not stereotypically associated with the person’s sex assigned at birth.” Gender identity and gender expression are protected characteristics under the Fair Employment and Housing Act (FEHA), which means that employers may not discriminate against someone because of their gender identity or gender expression. 

WHAT IS A GENDER TRANSITION? 1. Physical transition involves a process of aligning one’s gender with the internal sex of self (e.g., changes in name and pronoun, bathroom use, participation in activities like sports teams). 
  2. Physical transition refers to medical treatments an individual may undergo to physically align their body with their gender identity (e.g., hormone therapies or surgery). A person does not need to complete any step in a gender transition in order to be protected by the law. An employer may not condition its treatment or accommodation of a transgender employee upon completion of a particular step in a gender transition.

FAQ FOR EMPLOYERS • What is an employee allowed to ask? Employers may ask about an employee’s employment history and may ask for personal references, in addition to other non-discrimination questions. An interviewer should not ask questions regarding an employee’s gender identity, including asking about their married status, spouse’s name, or relation to any member of another sex. Employers should not ask questions about a person’s body or whether they plan to have surgery. 
  • How do employees implement dress codes and grooming standards? Employers are allowed to establish a dress code that is reasonable and nondiscriminatory. Employers must provide justifications for any dress code or grooming standard, including any connections to productivity, safety, or customer perception. Employers cannot direct employees to change their gender expression based on their performance or other non-discrimination reasons.