

# DISABILITY ACCOMMODATION

## [ILLINOIS SUPPLEMENT]



Accommodations under the Disability Accommodation policy can include those needed for reasons related to pregnancy, childbirth, or related medical conditions, including lactation.

This document supplements the Company's Disability Accommodation policy as it applies to cast and crew in the state of Illinois.

### **EMPLOYEE RIGHTS**

Cast and crew who are pregnant, recovering from childbirth or have a condition related to pregnancy have the right to ask for a reasonable accommodation. This includes bathroom breaks, assistance with heavy lifting, a private space for expressing milk or time off to recover from their pregnancy.

For more information regarding employee rights on Pregnancy in the Workplace, download the Illinois Department of Human Rights fact sheet at <https://dhr.illinois.gov/>, or refer to the posted "Pregnancy Rights Notice."

See also the Breaks for Nursing Cast and Crew policy.