

Reasonable Accommodations for Underlying Health Issues & Pregnant Employees

What should an employee do if they have underlying health issues?

Any employee who believes they are in a vulnerable population and would like to request a reasonable accommodation should confer with their Commanding Officer (Captain or above). If the member's Commanding Officer approves the request, the Commanding Officer shall call the Equal Employment Opportunity Division at (646) 610-5330 or email Reasonable Accommodation. Request@nypd.org for a log number. If the Commanding Officer denies the request, the requesting member can contact the Equal Employment Opportunity Division at (646) 610-5330 for further review. Reasonable accommodations will be determined on a case by case basis.

Based upon available information to date, those at high-risk for severe illness from COVID-19 include:

- People aged 65 years and older
- Other high-risk conditions could include:
 - People with chronic lung disease or moderate to severe asthma
 - People who have serious heart conditions
 - People who are immunocompromised including cancer treatment
 - People of any age with severe obesity (body mass index [BMI] >40) or certain underlying medical conditions, particularly if not well controlled, such as those with diabetes, renal failure, or liver disease might also be at risk

<https://www.cdc.gov/coronavirus/2019-ncov/specific-groups/high-risk-complications.html>

What should I do if I am pregnant?

People who are pregnant should be monitored by their physician since they are known to be at risk with severe viral illness, however, to date data on COVID-19 has not shown increased risk.

Any pregnant employee who would like to request a reasonable accommodation should confer with their Commanding Officer (Captain or above). If the member's Commanding Officer approves the request, the Commanding Officer shall call the Equal Employment Opportunity Division at (646) 610-5330 for a log number. If the Commanding Officer denies the request, the requesting member can contact the Equal Employment Opportunity Division at (646) 610-5330 for further review. Reasonable accommodations will be determined on a case by case basis.

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