

# **Pregnancy and Disability Accommodation and Lactation Policy**

Effective Date: 3/23/26

## **Purpose**

Urologic Specialists of Oklahoma is committed to ensuring equal employment opportunities and maintaining a workplace free from discrimination. This policy establishes the Company's commitment to providing reasonable accommodations to employees and applicants with known limitations related to pregnancy, childbirth, related medical conditions, or disability as defined by the Americans with Disabilities Act (the "ADA").

## **Equal Employment Opportunity and Non-Discrimination**

Urologic Specialists of Oklahoma will not discriminate against any applicant or employee on the basis of pregnancy, childbirth, related medical conditions, or disability in any aspect of employment.

## **Commitment to Accommodation**

Urologic Specialists of Oklahoma will provide reasonable accommodations to qualified applicants and employees with known limitations related to pregnancy, childbirth, related medical conditions, or disability, unless doing so would pose a direct threat or impose an undue hardship on the operation of the business, as defined by applicable law.

With respect to known limitations related to pregnancy, childbirth or related medical conditions, this includes, where appropriate and required by law, the temporary suspension of one or more essential job functions.

The Company will engage in a timely, good-faith, interactive process and conduct individualized assessments to determine appropriate accommodations.

## **Interactive Process**

Reasonable accommodations may take many forms. Urologic Specialists of Oklahoma will work collaboratively with applicants and employees to identify and implement accommodations that are effective under the circumstances.

If your disability or need for accommodation is not obvious, Urologic Specialists of Oklahoma may ask you to provide supporting documents showing that you have a disability within the meaning of the ADA and that your disability necessitates a reasonable accommodation. If you fail to provide the requested information, your request for a reasonable accommodation may be denied.

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Additionally, if you seek an accommodation due to pregnancy, childbirth or a related medical condition and your limitation or need for accommodation is not obvious, Urologic Specialists of Oklahoma may ask you to provide supporting documents from a healthcare provider showing that you have a limitation within the meaning of the Pregnant Workers Fairness Act and that your limitation necessitates a reasonable accommodation.

Urologic Specialists of Oklahoma will keep confidential any medical information obtained in connection with your request for an accommodation.

## Examples of Reasonable Accommodations

Reasonable accommodations may include, but are not limited to:

- Job restructuring, including part-time or modified work schedules or reassignment to a vacant position
- Allowing an employee whose work requires standing to sit and whose work requires sitting to stand
- Allowing an employee breaks to eat, drink, rest, and take restroom breaks, as needed
- Ability to carry or keep water near and drink, as needed
- Time off to recover from childbirth
- Temporary transfer to a different, vacant position that the employee is able to perform
- Restructuring job duties, including temporary assignment of light duty work
- Modified work schedule, environment, or equipment
- Adjustment or modification to existing policies
- Temporary suspension of one or more essential job functions related to pregnancy or pregnancy-related conditions

## Lactation Accommodation

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Urologic Specialists of Oklahoma will provide reasonable break time and a private, appropriately equipped space, other than a restroom, that is shielded from view and free from intrusion for employees who need to express breast milk.

### **Reporting Concerns**

Urologic Specialists of Oklahoma encourages employees to immediately report any concerns regarding suspected pregnancy or disability discrimination.

Reports may be made to the President, Chief Executive Officer, or the Human Resources (HR) Team ([HRTeam@OKUSO.COM](mailto:HRTeam@OKUSO.COM)).

Employees may also report concerns directly to the Equal Employment Opportunity Commission (EEOC) by calling 405-666-0387.

### **Non-Retaliation**

Urologic Specialists of Oklahoma will not retaliate against or condone retaliation against any applicant or employee because the individual requested a pregnancy-related or disability-related accommodation, participated in the interactive process, reported suspected discrimination prohibited by this policy, opposed discrimination prohibited by this policy, participated in an investigation or proceeding regarding a possible violation of this policy or requested or took lactation breaks in accordance with this policy.

### **Accountability and Enforcement**

Urologic Specialists of Oklahoma expects all employees, supervisors, and managers to comply with this policy and applicable laws related to pregnancy and disability accommodations and prohibits discrimination based on pregnancy, pregnancy-related conditions and disability, as prohibited by the PWFA and ADA.

Any employee, supervisor, or manager who engages in discrimination related to pregnancy, childbirth, related medical conditions, or disability, or who fails to comply with this policy, may be subject to disciplinary action, up to and including termination of employment.

This includes, but is not limited to:

- Failing to appropriately respond to or escalate accommodation requests
- Interfering with or discouraging an employee from requesting an accommodation

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- Failing to participate in the interactive process in good faith
- Denying or delaying accommodations in violation of this policy
- Engaging in retaliation against an employee for requesting an accommodation or reporting concerns

### **Administration**

Human Resources is responsible for administering this policy. Human Resources is responsible for receiving requests for accommodations under the policy. Please submit any requests for an accommodation under this policy to Human Resources ([HRTeam@OKUSO.COM](mailto:HRTeam@OKUSO.COM)). Supervisors and managers are not authorized to approve or deny requests.