

Pregnant Candidates in EPSO selection procedures

Reasonable
accommodations
provided by EPSO
during and after
your pregnancy

In line with its commitment to the values of non-discrimination and equal opportunities for all, EPSO has a long-standing policy to ensure that female candidates can participate in staff selection procedures on equal conditions with other candidates and that they do not suffer any disadvantages for reasons related to pregnancy and childbirth.

What is the objective of this policy?

EPSO aims to provide reasonable accommodations to candidates who are unable to participate in tests on particular dates or during particular periods for reasons related to pregnancy and childbirth. In addition, EPSO may also provide reasonable accommodations to breastfeeding mothers participating in selection tests.

In which situations does this policy apply?

This policy applies:

- to pregnant candidates or candidates who have recently given birth.
- in all staff selection procedures organised by EPSO and at all selection stages.

Candidates should inform EPSO about their pregnancy and the estimated or actual delivery date and place when applying, or as soon as possible before the specific EPSO test is due to be taken.

When can a candidate request accommodations?

A candidate may request accommodations if she is unable to participate in a test on the date allocated to her by EPSO because:

- the date in question falls within one month before or after the candidate's due date;
- she is unable to travel to the testing location for medical reasons directly related to her pregnancy;
- she is unable to travel to the testing location due to a prohibition on air travel.

Candidates who are breastfeeding at the time of the EPSO selection testing dates may request reasonable accommodations to breastfeed during the testing period.

All reasonable accommodation requests must be attested by a doctor and accompanied by a medical certificate.

What type of accommodations can EPSO offer?

Accommodations to candidates testing in accredited testing centres may consist of:

- rescheduling the testing appointment;
- allowing the candidate to take the test in a different location to the one originally foreseen, to avoid long-distance travel;
- allowing the candidate to breastfeed during the tests either by providing a separate room, if available, or by granting an additional break to allow the candidate to breastfeed outside of the centre and come back to finish her test within the allocated break.

Candidates testing remotely also have the right to request the rescheduling of an appointment and to have a limited flexible break in order to breastfeed.

For further information please consult the [EPSO Policy for female candidates requesting reasonable accommodation\(s\) in staff selection procedures related to pregnancy and childbirth](#).

For more information on EPSO's equality and diversity policy, please visit [our equal opportunities webpage](#).