



State Survey of Laws Protecting Pregnant Employees

This reference guide is based on laws and court decisions identified at the time this guide was last updated, July 23, 2024. There may be laws or regulations protecting pregnant employees that are not identified below, including laws that may have passed after the creation of this guide. This document is for informational purposes only. **If you need help understanding how the legal rights described below apply to your situation, or if you think your employer is breaking the law, you can contact the Center for WorkLife Law's free legal helpline at (415) 703-8276 or hotline@worklifelaw.org.**

Federal Laws Protecting Pregnant Employees

The **Pregnant Workers Fairness Act (PWFA)**, which went into effect nationwide on June 27, 2023, requires employers with 15 or more employees to make reasonable accommodations for employees who need them because of limitations related to pregnancy, childbirth, or related conditions, including lactation, infertility, miscarriage, pregnancy loss, abortion, and postpartum depression. Reasonable accommodations are changes to how, when, or where an employee does their job in order to protect their health and/or to avoid pregnancy risk and pain. Employers must provide an accommodation, including time off work, unless it would impose an undue hardship (a significant difficulty or expense). The law also makes it illegal to retaliate against or punish an employee or job applicant for requesting an accommodation. To learn more about the PWFA and the accommodations that are available, visit pregnantatwork.org/PWFA.

The **Pregnancy Discrimination Act (PDA)**, which applies to employers that have 15 or more employees, amended Title VII of the Civil Rights Act of 1964 to explicitly prohibit employment discrimination on the basis of "pregnancy, childbirth, and related medical conditions." 42 U.S.C. §2000e(k). Discrimination banned by this law can include firing, refusing to hire or promote, demoting, harassing, or retaliating against an employee on the basis of Pregnancy. The Pregnancy Discrimination Act also requires that employers treat employees affected by pregnancy, childbirth, and related medical conditions the same as other employees who are similar in their ability or inability to work. 42 U.S.C. §2000e(k). The Equal Employment Opportunity Commission (EEOC) and courts have interpreted this provision to require employers to give employees with pregnancy-related needs the same ability to address those needs as is given to non-pregnant employees under other circumstances. For example, an employer that gives light duty assignments to employees with injuries may also be required to give the same to workers who need light duty for reasons related to pregnancy.

The **Family and Medical Leave Act (FMLA)**, which applies to employers with 50 or more employees, provides eligible employees with up to 12 weeks of job-protected time off to care for their own serious health condition, care for a family member with a serious health condition, or bond with a new child (including adoptive and fostered children). Employees who have been with the employer for at least 1 year, worked 1,250 hours in the year prior to their leave, and have 50 or more employees at their location or within 75 miles are eligible for this leave. If an employee qualifies, the employer must give them the leave no matter what and cannot discriminate or retaliate against the employee for asking for or taking leave. Employers do not have to pay employees on FMLA leave, but employees may be able to use any of their paid time off or access state paid family and medical leave programs. Employees not covered by the FMLA may be protected

under similar state laws. Some state laws cover employees working for smaller employers, allow leave to care for family members not covered under the FMLA, or some even provide for a greater length of leave.

The federal laws listed above set a minimum standard of protection that applies in all states. Certain states provide additional protections, as outlined in the chart below.

State Laws Protecting Pregnant Employees:

This guide examines three categories of workplace laws impacting pregnant employees in each of the 50 states, Puerto Rico, and the District of Columbia (D.C.).

Reasonable Accommodation: These laws require employers to adjust how, when, or where the employee works or make other changes so employees can continue to work and maintain their health and wellbeing during pregnancy or after giving birth. Reasonable accommodations may include a flexible schedule for prenatal or postpartum appointments, a stool to sit on, limits to heavy lifting, transfer to a different position during pregnancy, permission to work from home, or time off for bedrest, to recover from childbirth or pregnancy loss, or to address postpartum depression. In the chart below, it notes whether the state has a reasonable accommodation law and, if so, how many employees an employer must have to be covered by the law. Knowing the employee size limit can be useful because employees who work for employers with fewer than 15 employees are not covered by the federal Pregnant Workers Fairness Act (above) but may still have rights under the pregnancy accommodation law in their state.

Anti-Discrimination: These laws prohibit employers from discriminating against an employee due to pregnancy, childbirth, or a related condition. Types of discrimination include firing, demoting, refusing to hire, harassing, or taking other adverse action because the employee is pregnant. Some anti-discrimination laws also require employers to treat employees who are affected by conditions related to pregnancy and childbirth the same as other employees who are similar in their ability to work. Note that some anti-discrimination laws explicitly prohibit discrimination on the basis of pregnancy, childbirth, or related medical conditions. Other laws prohibit discrimination on the basis of sex, which courts have interpreted to include pregnancy, childbirth, or related medical conditions. The chart below notes whether the state has an anti-discrimination law and, if so, how many employees the employer must have to be covered under the law.

Paid Family and Medical Leave: These laws create state-run benefit programs that allow employees to apply for and receive pay while they are out of work to care for their own health condition (including pregnancy-related conditions), care for a family member with a serious health condition, or bond with a new child, including adoptive and fostered children. For the most part, these programs are administered by a state agency and are funded by employee or employer taxes. Keep in mind that an employee who is receiving paid family or medical leave benefits from a state program does not always have a right to return to their job following their time off. While some state paid family and medical leave laws include job protection, many programs provide only pay (wage replacement), not job protection. Employees in those states can be protected under other laws such as the federal Family Medical Leave Act (FMLA), the Pregnant Workers Fairness

Act (PWFA), or similar state laws. If your state does not have a state-run paid family and medical leave program, you should talk to your employer to ask if they provide any paid leave benefits for pregnant employees and new parents.

Understanding this chart: This chart provides information on state laws protecting pregnant employees in each state, D.C., and Puerto Rico. Boxes highlighted in blue indicate broader coverage than federal law, for example state laws that apply to employers with less than 15 employees would be highlighted in blue. If the state law provides the same coverage or the state does not have the applicable law, then the box is left white. Remember, these state laws apply *in addition* to federal laws.

State	Reasonable Accommodation	Anti-Discrimination	Paid Family and Medical Leave
Alabama	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	No Alabama law identified that prohibits discrimination on basis of pregnancy, childbirth, or sex in employment. Protections are available under the federal Pregnancy Discrimination Act.	There is no state paid family and medical leave program.
Alaska	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p> <p>Public employers must provide pregnant employees with a temporary transfer to a less strenuous or hazardous open job when the transfer is recommended by a health care provider and the employee is qualified to perform the job. Alaska Stat. § 39.20.520.</p>	<p>An Alaska law prohibits discrimination on the basis of sex, pregnancy, or parenthood. Alaska Stat. § 18.80.220.</p> <p>This law applies to employers with 1 or more employees.</p>	There is no state paid family and medical leave program.

Arizona	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	<p>An Arizona law prohibits discrimination on the basis of sex. Ariz. Rev. Stat. Ann. § 41-1463.</p> <p>This law applies to employers with 15 or more employees</p> <p>No Arizona law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions. Protections are available under the federal Pregnancy Discrimination Act.</p>	There is no state paid family and medical leave program.
Arkansas	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	<p>An Arkansas law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy. Ark. Code Ann. §§ 16-123-102(1), 16-123-107.</p> <p>This law applies to employers with 9 or more employees.</p>	There is no state paid family and medical leave program.
California	<p>A California law requires employers to make reasonable accommodations for pregnancy, childbirth, or a related medical condition if requested with the advice of a health care provider. Cal. Gov't Code § 12945(a)(3).</p> <p>This law applies to employers with 5 or more employees.</p>	<p>A California law prohibits discrimination on the basis of pregnancy or pregnancy-related conditions. Cal. Gov't Code § 12926(r)(1)(C).</p> <p>This law applies to employers with 5 or more employees.</p>	California has a state disability insurance (SDI) and a paid family leave (PFL) program. Eligible employees can get up to 52 weeks of SDI when they cannot work because of their own disability, including pregnancy-related disabilities, and up to 8 weeks of PFL to bond with a new child (including adopted and fostered children) or caring for a seriously ill family member. In California, for a normal pregnancy you are considered disabled by pregnancy 4 weeks prior to your due

			<p>date and 6 weeks after delivery (8 weeks for a c-section). This means you can stop working before your due date and receive SDI benefits.</p> <p><i>Benefit amount:</i> 60 or 70% of a worker's normal weekly wages up to a cap (beginning 2025, employees will receive 70 or 90% of their wages). In 2024, maximum weekly benefit amount is \$1,620.</p> <p>For more information and to apply for benefits go to edd.ca.gov</p>
Colorado	<p>A Colorado law requires employers to make reasonable accommodations for health conditions related to pregnancy or physical recovery from childbirth, unless the employer demonstrates that the accommodation would impose an undue hardship. Colo. Rev. Stat. § 24-34-402.3(1)(a)(I).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A Colorado law prohibits discrimination on the basis of sex. Colo. Rev. Stat. § 24-34-402. Colorado courts have interpreted this law to prohibit discrimination based on pregnancy. Colorado Civil Rights Comm'n v. Travelers Ins. Co., 759 P.2d 1358, 1366 (Colo. 1988).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>Colorado has a state paid family and medical leave insurance program (FAMLI). Eligible employees can get up to 12 weeks of benefits per year when they are out of work to care for their own serious health condition, including pregnancy-related conditions, care for a family member with a serious health condition, or bond with a new child (including adopted and fostered children). Employees who experience pregnancy or childbirth complications can get an additional 4 weeks of benefits for a total of 16 weeks.</p> <p><i>Benefit amount:</i> 50 to 90% of wages depending on the employee's average weekly wage up to a cap. In 2024, maximum weekly benefit amount is \$1,100.</p>

			For more information and to apply for benefits go to famili.colorado.gov
Connecticut	<p>A Connecticut law requires employers to make reasonable accommodations for pregnancy, childbirth, or a related condition, unless the employer demonstrates that the accommodation would impose an undue hardship. Conn. Gen. Stat. § 46a-60.</p> <p>This law applies to employers with 3 or more employees.</p>	<p>A Connecticut law prohibits discrimination on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy. Conn. Gen. Stat. §46a-60(a)(7).</p> <p>This law applies to employers with 3 or more employees.</p>	<p>Connecticut has a state paid family and medical leave program. Eligible employees can get up to 12 weeks of benefits per year to care for their own serious health condition, care for a family member with a serious health condition, including pregnancy-related conditions, or bond with a new child (including adopted and fostered children). Employees who experience certain pregnancy-related health needs can get 2 additional weeks of benefits for a total of 14 weeks.</p> <p><i>Benefit amount:</i> 95% of a workers' average weekly wage up to an amount equal to 40 times the state minimum wage and 60% of a worker's average weekly wage above an amount equal to 40 times the state minimum wage. In 2024, maximum weekly benefit amount is \$941.40.</p> <p>For more information and to apply for benefits go to ctpaidleave.org</p>
Delaware	A Delaware law requires employers to provide reasonable accommodations for pregnancy, childbirth, or a related condition, unless the employer demonstrates that the accommodation	A Delaware law expressly prohibits discrimination against employees on the basis of pregnancy. 19 Del. Code §§ 710(17), 711.	There is no state paid family and medical leave program.

	<p>would impose an undue hardship. 19 Del. Code §§ 710(17), 711(a)(3)(b).</p> <p>This law applies to employers with 4 or more employees.</p>	<p>This law applies to employers with 4 or more employees.</p>	
Florida	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Florida law prohibits discrimination on the basis of sex or pregnancy. Fla. Stat. § 760.10.</p> <p>This law applies to employers with 5 or more employees.</p>	<p>There is no state paid family and medical leave program.</p>
Georgia	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Georgia law prohibits sex discrimination in public employment. Ga. Code. Ann. § 45-19-29.</p> <p>No Georgia law identified prohibits sex discrimination by private employers, aside from requiring equal pay.</p>	<p>There is no state paid family and medical leave program.</p>
Hawaii	<p>A Hawaii regulation requires employers to make every reasonable accommodation to the needs of a female employee affected by a disability due to and resulting from pregnancy, childbirth, or related medical conditions. Haw. Code R. § 12-46-107(c).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A Hawaii law prohibits discrimination on the basis of sex and reproductive health decisions. Haw. Rev. Stat. § 378-1.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>Hawaii has a state temporary disability insurance (TDI) law, which requires employers to provide partial wage replacement to eligible employees for non-work-related injuries, including pregnancy-related conditions. Eligible employees can get up to 26 weeks of benefits. Hawaii does not have a paid family leave program.</p> <p><i>Benefit amount:</i> at least 58% of the employees average weekly wage up to a cap. In 2024, maximum weekly benefit amount is \$798 (employers can have private plans that provide greater benefits).</p>

			For more information go to labor.hawaii.gov
Idaho	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	An Idaho law prohibits sex discrimination. Idaho Code Ann. § 67-5909. Idaho courts have interpreted this law to prohibit discrimination based on pregnancy. <i>Stout v. Key Training Corp.</i> , 144 Idaho 195 (2007). This law applies to employers with 5 or more employees.	There is no state paid family leave program.
Illinois	An Illinois law requires employers to make reasonable accommodations for pregnancy, childbirth, or medical or common conditions related to pregnancy, unless the employer demonstrates that the accommodation would impose an undue hardship. 775 Ill. Comp. Stat. § 5/2-102(J)(1). This law applies to employers with 1 or more employees.	An Illinois law prohibits discrimination on the basis of sex, pregnancy, or medical or common conditions related to pregnancy or childbirth. 775 Ill. Comp. Stat. §§ 5/2-102(A), 5/1-103(L-5). The law also requires that women affected by pregnancy, childbirth, and related medical or common conditions be treated the same for all employment related purposes as other persons not so affected but similar in their ability or inability to work. 775 Ill. Comp. Stat. § 5/2-102(I). This law applies to employers with 15 or more employees.	There is no state paid family and medical leave program.
Indiana	An Indiana law allows employees to request an accommodation relating to their pregnancy from their employer. The law requires the employer to respond to the request within a reasonable time, though it does not require the employer	An Indiana law prohibits discrimination on the basis of sex. Ind. Code § 22-9-1-2. This law applies to employers with 6 or more employees.	There is no state paid family and medical leave program.

	<p>to grant the employee any pregnancy-related accommodation. Ind. Code § 22-9-12-3.</p> <p>This law applies to employers with 15 or more employees.</p>	<p>No Indiana law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	
Iowa	<p>There is no state pregnancy accommodation law. But, under an Order of the Iowa Civil Rights Commission, if a reasonable accommodation is necessary to allow the pregnant employee to perform the essential functions of her position, the employer must provide such an accommodation, unless it would pose an undue hardship (Binding Order of the Iowa Civil Rights Commission, Latham v. ABCM Corporation, CP# 12-10-60032, DIA No. 12ICRC002, January 24, 2013).</p>	<p>An Iowa law prohibits discrimination on the basis of sex, pregnancy, childbirth, or disabilities caused by pregnancy or childbirth. Iowa Code § 216.6(2).</p> <p>This law applies to employers with 4 or more employees.</p>	<p>There is no state paid family and medical leave program.</p>
Kansas	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Kansas law prohibits discrimination on the basis of sex or pregnancy. Kan. Stat. Ann. § 44-1001; Kan. Admin. Regs. § 21-32-6.</p> <p>This law applies to employers with 4 or more employees.</p>	<p>There is no state paid family and medical leave program.</p>
Kentucky	<p>A Kentucky law requires employers to provide reasonable accommodations for pregnancy, childbirth, or related medical conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. Ky. Rev. Stat. § 344.030, 344.040(c).</p>	<p>A Kentucky law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy. Ky. Rev. Stat. § 344.030. The law also requires that women affected by pregnancy, childbirth, and related medical conditions be treated the same for all employment-</p>	<p>There is no state paid family and medical leave program.</p>

	<p>This law applies to employers with 15 or more employees.</p>	<p>related purposes as other persons not so affected but similar in their ability or inability to work. Ky. Rev. Stat. § 344.030(8).</p> <p>This law applies to employers with 1 or more employees.</p>	
Louisiana	<p>A Louisiana law requires employers to make reasonable accommodations for pregnancy, childbirth, and related medical conditions, unless the employer demonstrates that the accommodation would pose an undue hardship. La. Rev. Stat. § 23:342(2)(b)</p> <p>This law applies to employers with 25 or more employees (15 or more under federal PWFA).</p>	<p>A Louisiana law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy. La. Rev. Stat. § 23:342. The law also prohibits employers from refusing to provide women affected by pregnancy, childbirth, or related medical conditions the same privileges or benefits of employment as other persons not so affected but similar in their ability or inability to work. La. Rev. Stat. § 23:342(2)(a).</p> <p>This law applies to employers with 25 or more employees (15 or more under PDA).</p>	<p>There is no state paid family and medical leave program.</p>
Maine	<p>A Maine law requires employers to provide a reasonable accommodation for pregnancy, childbirth, or a related medical condition, unless it would impose an undue hardship. Me. Rev. Stat. Ann. Tit. 5 § 4572-A.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A Maine law prohibits discrimination against employees on the basis of sex, pregnancy, or medical conditions that result from pregnancy. Me. Rev. Stat. Ann. Tit. 5 §§ 4572, 4572-A. This law also prohibits employers from treating pregnant women who are able to work differently from others who are able to work, and to treat a pregnant woman who is not able to work because of a disability or illness resulting from pregnancy, or from medical conditions</p>	<p>Maine has passed a state paid family and medical leave program but benefit payments will not begin until May 1, 2026.</p> <p>For more information, go to https://www.maine.gov/labor/pfml/</p>

		<p>which result from pregnancy, in a different manner from other employees who are not able to work because of other disabilities or illnesses. Me. Rev. Stat. Ann. Tit. 5 § 4572-A.</p> <p>This law applies to employers with 1 or more employees.</p>	
Maryland	<p>A Maryland law requires that employers provide reasonable accommodations for disabilities caused or contributed to by pregnancy, unless the employer demonstrates that the accommodation would impose an undue hardship. Md. Code Ann., State Gov't § 20-609(b).</p> <p>This law applies to employers with 15 or more employees.</p> <p>A Maryland law also requires all state government employees to be provided with reasonable accommodations for limitations related to pregnancy or childbirth. Accommodations may include, but aren't limited to, changes in job duties, hours, or work area; transfer; or providing leave. 2020 Bill Text MD H.B. 523.</p>	<p>A Maryland law prohibits discrimination on the basis of sex. Md. Code Ann., State Gov't § 20-606.</p> <p>This law applies to employers with 15 or more employees.</p> <p>No Maryland law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	<p>Maryland has passed a state paid family and medical leave program but benefit payments will not begin until January 1, 2026.</p> <p>For more information, go to paidleave.maryland.gov</p>
Massachusetts	<p>A Massachusetts law requires employers to provide reasonable accommodations for pregnancy or pregnancy-related conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. Mass. Gen. Laws ch. 151B, § 4(1E).</p>	<p>A Massachusetts law prohibits discrimination on the basis of sex, including pregnancy or pregnancy-related conditions. Mass. Gen. Laws ch. 151B, §4.</p>	<p>Massachusetts has a state paid family and medical leave (PFML) program. Eligible employees can get up to 20 weeks of benefits to care for their own serious health condition, including pregnancy-related conditions, and up to 12 weeks of benefits to care for a</p>

	This law applies to employers with 6 or more employees.	This law applies to employers with 6 or more employees.	<p>seriously ill family member or bond with a new child (including adoptive and fostered children), up to 26 weeks total. This means pregnant employees can get up to 26 weeks of benefits.</p> <p><i>Benefit amount:</i> 80% of a worker's average weekly wage up to an amount equal to 50% of the statewide average weekly wage and 50% of a worker's average weekly wage above an amount equal to 50% of the statewide average weekly wage. In 2024, maximum weekly benefit amount is \$1,149.90.</p> <p>For more information and to apply for benefits go to mass.gov/topics/paid-family-leave-in-massachusetts</p>
Michigan	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	A Michigan law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth. Mich. Comp. Laws §§ 37.2201(d), 37.2202. The law also prohibits employers from treating an individual affected by pregnancy, childbirth, or a related medical condition differently for any employment-related purpose from another individual not so affected but similar in ability or inability to work, without regard to the source of any condition affecting the other individual's ability or inability to work. Mich. Comp. Laws § 37.2202(d).	There is no state paid family and medical leave program.

		This law applies to employers with 1 or more employees.	
Minnesota	<p>A Minnesota law requires that employers provide reasonable accommodations for health conditions related to pregnancy or childbirth, unless the employer demonstrates that the accommodation would impose an undue hardship. Minn. Stat. § 181.9414.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A Minnesota law prohibits discrimination on the basis of sex, pregnancy, childbirth, or disabilities related to pregnancy or childbirth. Minn. Stat. §§ 363A.03 subd. 42, 363A.08.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>Minnesota has passed a paid family and medical leave program but benefit payments will not begin until January 1, 2026.</p> <p>For more information, go to paidleave.mn.gov</p>
Mississippi	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Mississippi law prohibits discrimination on the basis of sex in public employment. Miss. Stat. § 25-9-149.</p> <p>No Mississippi law identified that prohibits discrimination on the basis of sex, pregnancy, childbirth, or pregnancy-related conditions in private employment.</p>	<p>There is no state paid family and medical leave program.</p>
Missouri	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Missouri law prohibits discrimination on the basis of sex. Mo. Rev. Stat. § 213.055.</p> <p>This law applies to employers with 6 or more employees.</p> <p>No Missouri law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	<p>There is no state paid family and medical leave program.</p>

Montana	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Montana law prohibits discrimination on the basis of sex. Mont. Code Ann. § 49-2-303.</p> <p>This law applies to employers with 1 or more employees.</p> <p>No Montana law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	<p>There is no state paid family and medical leave program.</p>
Nebraska	<p>A Nebraska law prohibits employers from refusing to make reasonable accommodations to the known physical limitations of an employee who is pregnant, has given birth, or has a related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. Neb. Rev. Stat. Ann. § 48-1107.02(2)(d).</p> <p>This law applies to employers with 15 or more employees.</p>	<p>A Nebraska law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy. Neb. Rev. Stat. Ann. §§ 48-1104, 48-1102(13).</p> <p>This law applies to employers with 15 or more employees.</p>	<p>There is no state paid family and medical leave program.</p>
Nevada	<p>A Nevada law requires employers to provide reasonable accommodations to an employee for conditions related to pregnancy, childbirth, or a related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. Nev. Rev. Stat. Ann. §§ 613.4353-4383.</p> <p>This law applies to employers with 15 or more employees.</p>	<p>A Nevada law prohibits discrimination against employees on the basis of sex. Nev. Rev. Stat. §§ 613.330.</p> <p>This law applies to employers with 15 or more employees.</p> <p>No Nevada law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	<p>There is no state paid family and medical leave program.</p>

New Hampshire	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	<p>A New Hampshire law prohibits discrimination against employees on the basis of sex, pregnancy, or medical conditions that result from pregnancy. N.H. Rev. Stat. Ann. § 354-A:7. The law also requires that pregnancy, childbirth, and related medical conditions be treated as temporary disabilities, and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same as other employees with temporary disabilities. N.H. Rev. Stat. Ann. § 354-A:7(VI)(c).</p> <p>This law applies to employers with 6 or more employees.</p>	There is no state paid family and medical leave program.
New Jersey	<p>A New Jersey law requires that employers provide reasonable accommodations for pregnancy, childbirth, or related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. N.J. Stat. Ann. § 10:5-12(s).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A New Jersey law prohibits discrimination against employees on the basis of sex, pregnancy, or breastfeeding. N.J. Stat. Ann. § 10:5-12(a). It prohibits employers from penalizing employees for requesting or using a pregnancy-related accommodation. N.J. Stat. Ann. § 10:5-12(s). The law also prohibits employers from treating women affected by pregnancy less favorably than other persons not so affected but similar in their ability or inability to work. N.J. Stat. Ann. § 10:5-12(s).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>New Jersey has a state paid temporary disability insurance (TDI) and family leave insurance (FLI) program. Eligible employees can get up to 26 weeks of TDI benefits to care for their own serious health condition, including pregnancy-related conditions, and up to 12 weeks of FLI benefits to bond with a new child (including adoptive and fostered children) or to care for a seriously ill family member.</p> <p><i>Benefit amount:</i> 85% of a worker's average weekly wage up to a cap. In 2024, the maximum weekly benefit amount is \$1,055.</p>

			For more information and to apply for benefits go to nj.gov/labor/myleavebenefits
New Mexico	<p>A New Mexico law requires employers to provide reasonable accommodations for employees' needs arising from pregnancy, childbirth, or related medical conditions, unless the employer can demonstrate the accommodation imposes an undue hardship. N.M. Stat. Ann. §§ 28-1-7(K).</p> <p>This law applies to employers with 4 or more employees.</p>	<p>A New Mexico law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or related medical condition. N.M. Stat. Ann. § 28-1-7; N.M. Admin. Code § 9.1.1.7(HH)(2). The law also requires that women affected by pregnancy, childbirth, or related medical conditions be treated the same as other employees with temporary disabilities for all employment related purposes. N.M. Admin. Code § 9.1.1.7(HH)(2).</p> <p>This law applies to employers with 4 or more employees.</p>	There is no state paid family and medical leave program.
New York	<p>A New York law prohibits employers from refusing to make reasonable accommodations for pregnancy-related conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. N.Y. Exec. Law § 296(3)(a).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A New York law prohibits discrimination on the basis of sex. N.Y. Exec. Law § 290-301</p> <p>This law applies to employers with 1 or more employees.</p> <p>No New York law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	<p>New York has a state temporary disability insurance (TDI) and paid family leave (PFL) program. Eligible employees can get up to 26 weeks of TDI benefits for their own health condition, including pregnancy-related conditions, and up to 12 weeks of PFL to bond with a new child (including adoptive and fostered children) or care for a seriously ill family member, up to 26 weeks total.</p> <p><i>Benefit amount:</i> TDI pays 50% of a worker's average weekly wage up to \$170 per week. PFL pays 67% of a worker's average weekly wage up to a</p>

			<p>cap. In 2024, the maximum weekly PFL benefit amount is \$1,151.16.</p> <p>For more information go to paidfamilyleave.ny.gov</p>
North Carolina	<p>There is no state pregnancy accommodation law for private employers. Protections are available under the federal Pregnant Workers Fairness Act.</p> <p>Under N.C. Exec. Order No. 82 (2018), state employees are entitled to workplace adjustments for pregnancy-related conditions, unless doing so would cause an undue hardship. The state agency may seek documentation from the employee's health care provider about the necessity of the accommodations.</p>	<p>A North Carolina law prohibits discrimination on the basis of biological sex. N.C. Gen. Stat. § 143-422.2.</p> <p>This law applies to employers with 15 or more employees.</p> <p>No North Carolina law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	There is no state paid family and medical leave program.
North Dakota	<p>A North Dakota law requires employers to provide reasonable accommodations for pregnancy, childbirth, and related medical conditions, unless it would "disrupt or interfere with the employer's normal business operations; threaten an individual's health or safety; contradict a business necessity of the employer; or impose an undue hardship on the employer." N.D. Cent. Code § 14-02.4-03(2).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A North Dakota law prohibits discrimination on the basis of sex, pregnancy, childbirth, and disabilities related to pregnancy or childbirth. N.D. Cent. Code §§ 14-02.4-03, 14-02.4-02(18).</p> <p>This law applies to employers with 1 or more employees.</p>	There is no state paid family and medical leave program.

Ohio	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	<p>An Ohio law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or related medical conditions. Ohio Rev. Code §§ 4112.01(B), 4112.02(A). This law also requires that women affected by pregnancy, childbirth, or related medical conditions be treated the same for all employment related purposes as other persons not so affected but similar in their ability or inability to work. Ohio Rev. Code §§ 4112.01(B).</p> <p>This law applies to employers with 4 or more employees.</p>	There is no state paid family and medical leave program.
Oklahoma	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	<p>An Oklahoma law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy and childbirth. 25 Ok. Stat. §§ 25-1302, 25-1301(6). The law also requires that women affected by pregnancy, childbirth, or related medical conditions be treated the same for all employment related purposes as other persons not so affected but similar in their ability or inability to work. 25 Ok. Stat. § 25-1301(6).</p> <p>This law applies to employers with 1 or more employees.</p>	There is no state paid family and medical leave program.

Oregon	<p>An Oregon law requires employers to make reasonable accommodations for pregnancy-related conditions, unless the employer can demonstrate it imposes an undue hardship. Or. Rev. Stat. § 659A.</p> <p>This law applies to employers with 6 or more employees.</p>	<p>An Oregon law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or related medical conditions or occurrences. Or. Rev. Stat. §§ 659A.029, 659.A030. The law also requires that women affected by pregnancy, childbirth, or related medical conditions or occurrences be treated the same for all employment related purposes as other persons not so affected but similar in their ability or inability to work by reason of physical condition. Or. Rev. Stat. § 659A.029.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>Oregon has a state paid family and medical leave program. Eligible employees can get up to 12 weeks of medical or family leave each year to care for their own serious health condition, including pregnancy-related conditions, to care for a family member with a serious health condition, or to bond with a new child (including adoptive and fostered children). Employees with certain pregnancy-related health needs (including lactation) can get up to 2 additional weeks for a total of 14 weeks of benefits.</p> <p><i>Benefit amount:</i> 100% of a worker's average weekly wage up to an amount equal to 65% of the statewide average weekly wage and 50% of a worker's average weekly wage above an amount equal to 65% of the statewide average weekly wage. In 2024, the maximum weekly benefit amount is \$1,523.63.</p> <p>For more information and to apply for benefits go to paidleave.oregon.gov</p>
Pennsylvania	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Pennsylvania law prohibits discrimination on the basis of sex. 43 Pa. Cons. Stat. § 955.</p> <p>This law applies to employers with 4 or more employees.</p>	<p>There is no state paid family and medical leave program.</p>

		<p>Another Pennsylvania law prohibits employer policies that exclude applicants or employees because of pregnancy. 16 Pa. Code § 41.102.</p> <p>No Pennsylvania law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	
Rhode Island	<p>A Rhode Island law requires employers to reasonably accommodate an employee's pregnancy, childbirth, or a related medical condition, unless the employer demonstrates that the accommodation would impose an undue hardship. R.I. Gen. Laws § 28-5-7.4(a)(1).</p> <p>This law applies to employers with 4 or more employees.</p>	<p>A Rhode Island law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or related medical conditions. It also requires employers to treat women affected by pregnancy, childbirth, or related medical conditions the same for all employment-related purposes as other persons not so affected but similar in their ability or inability to work. R.I. Gen. Laws §§ 28-5-6(2), 28-5-7.</p> <p>This law applies to employers with 4 or more employees.</p>	<p>Rhode Island has state temporary disability insurance (TDI) and temporary caregiver insurance (TCI) programs. Eligible employees can get up to 30 weeks of TDI for their own disability, including pregnancy-related disabilities, and up to 6 weeks of TCI to bond with a new child (including adoptive and fostered children) or to care for a seriously ill family member, but no more than 30 weeks total of combined benefits for the year.</p> <p><i>Benefit amount:</i> Approximately 60% of a worker's average weekly wage up to a cap. In 2024, the maximum weekly benefit amount is \$1,043. Workers may also qualify for additional benefits known as a "dependent allowance" for minor children or adult children who are incapacitated due to physical or mental illness.</p> <p>For more information and to apply for benefits go to ripaidleave.net</p>

South Carolina	<p>A South Carolina law requires employers to provide reasonable accommodations to employees with medical needs arising from pregnancy, childbirth or related medical conditions, unless the employer can demonstrate that the accommodation would impose an undue hardship. S.C. Code Ann. §§ 1-13-80(A)(4).</p> <p>This law applies to employers with 15 or more employees.</p>	<p>A South Carolina law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or related medical conditions. S.C. Code Ann. §§ 1-13-30(l); 1-13-80. The law also requires employers to treat women affected by these conditions the same for all employment related purposes as other persons not so affected but similar in their ability or inability to work. S.C. Code Ann. § 1-13-30(l).</p> <p>This law applies to employers with 15 or more employees.</p>	There is no state paid family and medical leave program.
South Dakota	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A South Dakota law prohibits discrimination on the basis of sex. S.D. Codified Laws § 20-13-10.</p> <p>This law applies to employers with 1 or more employees.</p> <p>No South Dakota law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	There is no state paid family and medical leave program.
Tennessee	<p>A Tennessee law requires employers to make reasonable accommodations for medical needs arising from pregnancy, childbirth, or related medical conditions, unless the employer can demonstrate that the accommodation imposes an undue hardship. TENN. CODE ANN. § 4-21-4.</p>	<p>A Tennessee law prohibits discrimination on the basis of sex. Tenn. Code Ann. § 4-21-401.</p> <p>This law applies to employers with 8 or more employees.</p> <p>No Tennessee law identified that expressly prohibits discrimination on the</p>	There is no state paid family and medical leave program.

	This law applies to employers with 15 or more employees.	<p>basis of pregnancy, childbirth, or pregnancy-related conditions.</p> <p>Tennessee law prohibits retaliation for using or requesting pregnancy-related accommodations. TENN. CODE ANN. § 4-21-4.</p>	
Texas	<p>There is no state pregnancy accommodation law for private employers. Protections are available under the federal Pregnant Workers Fairness Act.</p> <p>A Texas law requires all public employers make a reasonable effort to accommodate an employee who is determined by a physician to be partially physically restricted by a pregnancy. Tex. Gov't Code § 180.004.</p>	<p>A Texas law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or related medical conditions. Tex. Lab. Code §§ 21.051, 21.106. The law also requires that employers treat employees affected by pregnancy, childbirth or a related medical condition in the same manner for all employment-related purposes as other employees not so affected but similar in their ability or inability to work. Tex. Lab. Code § 21.106.</p> <p>This law applies to employers with 15 or more employees.</p>	There is no state paid family and medical leave program.
Utah	<p>A Utah law requires employers to make reasonable accommodations for pregnancy, childbirth, or related conditions, unless the employer demonstrates that the accommodation would pose an undue hardship. Utah Code Ann. § 34A-5-106(1)(g).</p> <p>This law applies to employers with 15 or more employees.</p>	<p>A Utah law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or pregnancy-related conditions. Utah Code Ann. § 34A-5-106(1)(a)(i)(D).</p> <p>This law applies to employers with 15 or more employees.</p>	There is no state paid family and medical leave program.
Vermont	A Vermont law requires employers to make reasonable accommodations for	A Vermont law prohibits discrimination on the basis of sex. 21 V.S.A. § 495. The	There is no state paid family and medical leave program.

	<p>pregnancy, childbirth, or related conditions, unless the employer demonstrates that the accommodation would pose an undue hardship. 21 V.S.A. §§ 495k, 495d.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>Vermont Supreme Court has interpreted this to include discrimination on the basis of pregnancy. <i>Lavalley v. E.B. & A.C. Whiting Co.</i>, 166 Vt. 205, 207, 692 A.2d 367, 368 (1997).</p> <p>This law applies to employers with 1 or more employees.</p>	
Virginia	<p>A Virginia law requires employers to make reasonable accommodations related to pregnancy, childbirth, or related medical conditions. Va. Code Ann.. § 2.2-3904.</p> <p>This law applies to employers with 5 or more employees.</p>	<p>A Virginia law prohibits employers from discriminating against employees on the basis of sex, pregnancy, childbirth, or related medical conditions. The law also requires that women affected by pregnancy, childbirth, or related medical conditions be treated the same for all purposes as other persons not so affected but similar in their abilities or disabilities. Va. Code Ann. §§ 2.2-3901, 2.2-3903.</p> <p>This law applies to employers with 5 or more employees.</p> <p>Virginia law also prohibits employers from discriminating against an employee who requests or uses a reasonable accommodation. Va. Code Ann. § 2.2-3904.</p>	There is no state paid family and medical leave program.
Washington	<p>A Washington law requires employers to provide accommodations for pregnancy and pregnancy-related health conditions, unless the employer demonstrates that the accommodation imposes an undue hardship. WASH. REV. CODE § 43.10.005.</p>	<p>A Washington law prohibits discrimination against employees on the basis of sex, pregnancy, or medical conditions related to pregnancy. WASH. REV. CODE § 49.60.180; Wash. Admin. Code § 162-30-020.</p>	Washington has a state paid family and medical leave program. Eligible employees can get up to 12 weeks of benefits to care for their own serious health condition, including pregnancy-related conditions, and up to 12 weeks of benefits to bond with a new child

	<p>This law applies to employers with 15 or more employees.</p>	<p>This law applies to employers with 8 or more employees.</p> <p>Employers cannot take adverse action against an employee who requests, declines, or uses an accommodation. WASH. REV. CODE § 43.10.005.</p>	<p>(including adoptive or fostered children), for 16 weeks total in a year. Employees with certain pregnancy-related health needs can get up to 2 additional weeks of benefits for a total of 18 weeks of benefits per year.</p> <p><i>Benefit amount:</i> 90% of a worker's average weekly wage up to an amount equal to 50% of the statewide average weekly wage and 50% of a worker's average weekly wage above an amount equal to 50% of the statewide average weekly wage. In 2024, the maximum weekly benefit amount is \$1,456.</p> <p>For more information or to apply for benefits go to paidleave.wa.gov</p>
West Virginia	<p>A West Virginia law requires employers to make reasonable accommodations for known limitations related to pregnancy, childbirth or related medical conditions, unless the employer demonstrates that the accommodation would impose an undue hardship. W. Va. Code Ann. § 5-11b-2.</p> <p>This law applies to employers with 12 or more employees.</p>	<p>A West Virginia law prohibits discrimination on the basis of sex. W. Va. Code Ann. § 5-11-9.</p> <p>This law applies to employers with 12 or more employees.</p> <p>No West Virginia law identified that expressly prohibits discrimination on the basis of pregnancy, childbirth, or pregnancy-related conditions.</p>	<p>There is no state paid family and medical leave program.</p>
Wisconsin	<p>There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.</p>	<p>A Wisconsin law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or related medical conditions. Wis. Stat. §111.36(1)(c).</p>	<p>There is no state paid family and medical leave program.</p>

		This law applies to employers with 1 or more employees.	
Wyoming	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	<p>A Wyoming law prohibits discrimination on the basis of sex and pregnancy. Wyo. Stat. Ann. § 27-9-105(i).</p> <p>This law applies to employers with 2 or more employees.</p>	There is no state paid family and medical leave program.
Puerto Rico	There is no state pregnancy accommodation law. Protections are available under the federal Pregnant Workers Fairness Act.	<p>A Puerto Rico law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, or medical conditions related to pregnancy. The law also requires employers to treat women affected by pregnancy, childbirth, or related medical conditions the same for all employment related purposes as other persons not so affected but similar in their ability or inability to work. 29 L.P.R.A. §§ 1322(5), 1323.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>Puerto Rico has a state temporary disability insurance (TDI) program. Eligible employees can get up to 26 weeks of benefits when they cannot work due to a non-workplace related illness or injury, including pregnancy-related conditions.</p> <p><i>Benefit amount:</i> Workers receive between \$12 to \$113 a week (\$55 for agricultural employees) depending on their pay during their base period (roughly 12 to 15 months prior to their claim).</p> <p>For more information go to https://trabajo.pr.gov/sinot.asp</p> <p>Puerto Rico does not have a state paid family leave program.</p> <p>*Puerto Rico also has a law that requires employers to provide pregnant employees with 8 weeks of paid leave for the birth of a child (generally 4 weeks before birth and 4 weeks after</p>

			<p>birth). If complications arise following childbirth, employers must provide an additional 12 weeks of unpaid leave. 29 L.P.R.A. §§ 467-474.</p>
District of Columbia	<p>A D.C. law requires employers to provide reasonable accommodations for pregnancy, childbirth, or related medical conditions, unless the employer demonstrates that the accommodation imposes an undue hardship. D.C. Code Ann. § 32-1231.03.</p> <p>This law applies to employers with 1 or more employees.</p>	<p>A D.C. law prohibits discrimination against employees on the basis of sex, pregnancy, childbirth, related medical conditions, or reproductive health decisions. D.C. Code Ann. §§ 2-1401.05(a), 2-1402.11. The law also requires employers to treat women affected by pregnancy, childbirth, related medical conditions, or breastfeeding the same for all employment related purposes as other persons not so affected but similar in their ability or inability to work. D.C. Code Ann. § 2-1401.05(b).</p> <p>This law applies to employers with 1 or more employees.</p>	<p>The District of Columbia has a paid family and medical leave program known as D.C. Universal Paid Leave. Eligible employees can get up to 12 weeks of benefits to care for their own serious health condition, including pregnancy-related conditions, to care for a family member with a serious health condition, or to bond with a new child (including adoptive and fostered children). Eligible employees can also receive an additional two weeks of benefits for prenatal care or other pregnancy-related health needs, for a total of 14 weeks of benefits.</p> <p><i>Benefit amount:</i> 90% of a worker's average weekly wage up to an amount equal to 1.5 times D.C. minimum wage and 50% of your average weekly wage above an amount equal to 1.5 times D.C. minimum wage, up to a cap. In 2024, the maximum weekly benefit amount is \$1,118.00.</p> <p>For more information or to apply for benefits go to https://dcpaidfamilyleave.dc.gov</p>