

**Workplace Protections and Rights pertaining to Pregnancy Discrimination, Accommodation, Leave, and Breastfeeding**

State	Statute	Covered Employers/ Employees	Types of Provisions	Description	Link
Alabama	Ala. Code § 22.1.13		<b>Breastfeeding</b>	A woman may breastfeed her child in any location as long as she is authorized to be there.	<a href="http://adph.org/administration/assets/PublicHealthLaws.pdf">http://adph.org/administration/assets/PublicHealthLaws.pdf</a>
	Ala. Admin. Code § 670-X-14-.02.		<b>Accommodation</b>	State employees may use accrued sick time for maternity leave as long as they (1) work until actually disabled as a result of their pregnancy, and (2) return to work as soon as they cease to be disabled for that reason.	<a href="https://www.dol.gov/wb/maps/">https://www.dol.gov/wb/maps/</a>
Alaska	Alaska Stat. § 18.80.220	All employers with one or more employees but does not include a club that is exclusively social, or a fraternal, charitable, educational, or religious association or corporation, if it is not organized for private profit.	<b>Discrimination</b>	It is unlawful for an employer to refuse employment to a person, or to bar a person from employment, or to discriminate against a person in compensation or in a term, condition, or privilege of employment because of the person's pregnancy when the reasonable demands of the position do not require distinction on the basis of pregnancy; a labor organization, because of a person's pregnancy, to exclude or to expel a person from its membership, or to discriminate in any way against one of its members or an employer or an employee.	<a href="http://touchngo.com/iglcntr/akstats/Statutes/Title18/Chapter80/Section220.htm">http://touchngo.com/iglcntr/akstats/Statutes/Title18/Chapter80/Section220.htm</a>
	Alaska Stat. § 18.80.210			The opportunity to obtain employment, credit and financing, public accommodations, housing accommodations, and other property without	<a href="http://www.touchngo.com/iglcntr/akstats/Statutes/Title18/Chapter">http://www.touchngo.com/iglcntr/akstats/Statutes/Title18/Chapter</a>

				discrimination because of sex, physical or mental disability, marital status, changes in marital status, pregnancy, parenthood, race, religion, color, or national origin is a civil right.	r80/Section210.htm
	Alaska Stat. § 29.25.080		<b>Breastfeeding</b>	A municipality may not enact an ordinance that prohibits or restricts a woman breast-feeding a child in a public or private location where the woman and child are otherwise authorized to be. In a municipal ordinance, “lewd conduct,” “lewd touching,” “immoral conduct,” “indecent conduct,” and similar terms do not include the act of a woman breast-feeding a child in a public or private location where the woman and child are otherwise authorized to be. Nothing in this section may be construed to authorize an act that is an offense under a municipal ordinance that establishes an offense with elements substantially equivalent to the elements of an offense under AS 11.61.123. This section is applicable to home rule and general law municipalities.	<a href="http://www.touchngo.com/Iglcntr/akstats/Statures/Title29/Chapter25/Section080.htm">http://www.touchngo.com/Iglcntr/akstats/Statures/Title29/Chapter25/Section080.htm</a>
	Alaska Stat. § 39.20.520	State employer or a political subdivision that employs at least 21 employees	<b>Accommodation</b>	A pregnant employee may request a transfer to a suitable position. An employer may not fill the position with a person other than the requesting employee until the employer has offered the position to the employee and the employee has refused the offer. A position is suitable if: (1) it is an existing unfilled position in the same administrative division in which the employee is currently employed and is less strenuous or less hazardous; (2) transfer is recommended by a licensed health care provider; (3) the employee is qualified and immediately able to perform the duties of the position; and (4) the transfer will not subject the employer to legal liability under a collective bargaining contract or employment contract. An employer shall compensate the employee at a rate at least equal to the lesser of the rate at which the employee was compensated immediately before requesting the transfer, as adjusted by changes to compensation that apply generally to the work force; or the position into which the employee transfers is compensated.	<a href="http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.legis.state.ak.us/cgi-bin/folioisa.dll/stattx06/query=*/doc/%7Bt15495%7D?">http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.legis.state.ak.us/cgi-bin/folioisa.dll/stattx06/query=*/doc/%7Bt15495%7D?</a>

	Alaska Stat. § 39.20.500(a).			Public employers must treat pregnancy-related conditions the same as they treat other types of temporary disabilities.	<a href="https://www.dol.gov/wb/maps/">https://www.dol.gov/wb/maps/</a>
	Alaska Stat. § 39.20.225	State employers with 21 or more state employees during 20 consecutive weeks.	<b>Leave</b>	An officer or employee may take accrued personal leave for pregnancy and childbirth or the placement of a child, other than the employee's stepchild, with the employee for adoption, regardless of whether business permits, upon permission by the head of the department or agency for which the employee works. A department or agency head shall grant personal leave if the department or agency head is satisfied that the officer or employee is absent for the stated reasons.	<a href="http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.legis.state.ak.us/cgi-bin/folioisa.dll/stattx95/query=*/doc/%7B@13849%7D?next">http://www.legis.state.ak.us/basis/folioproxy.asp?url=http://www.legis.state.ak.us/cgi-bin/folioisa.dll/stattx95/query=*/doc/%7B@13849%7D?next</a>
<b>Arizona</b>	Ariz. Rev. Stat. § 41-1463(B)	All employers with 15 or more employees	<b>Discrimination</b>	It is an unlawful employment practice to discriminate on the basis of sex, whether to hire, exclude, or expel. Arizona case law is ambiguous in applying pregnancy discrimination to sex but has implied so favorably. See <i>Lespron v. Tutor Time Learning Ctr., LLC</i> , 2012 WL 135978 at *4 (D. Ariz. January 18, 2012) (“Title VII’s definition of discrimination based on sex includes pregnancy. The ACRA includes similar prohibitions” [citations omitted]).	<a href="http://www.azleg.state.az.us/ars/41/01463.htm">http://www.azleg.state.az.us/ars/41/01463.htm</a> ; <a href="http://law.justia.com/cases/federal/district-courts/arizona/azdce/2:2010cv01760/545301/51">http://law.justia.com/cases/federal/district-courts/arizona/azdce/2:2010cv01760/545301/51</a>
	2014 AZ S.B. 1024 Ableser		<b>Accommodation</b>	Prohibits an employer from terminating or threatening to terminate a parent, guardian, or custodian who—when notified of an emergency by a school employee, community worker, or law enforcement official—leaves work to attend to a child’s emergency.	<a href="http://worklifelaw.org/wp-content/uploads/2014/07/FRD-Tracker-June-2014.pdf">http://worklifelaw.org/wp-content/uploads/2014/07/FRD-Tracker-June-2014.pdf</a>
	Ariz. Admin. Code § R2-5-411	All state service employees, except emergency, clerical pool, and temporary employees, are eligible for any type of leave with pay.	<b>Leave</b>	An employee who meets federal Family and Medical Leave Act (FMLA) eligibility requirements and uses leave for any of the situations covered by the FMLA shall be subject to the following: 1. <i>Counting FMLA leave.</i> Periods of paid leave and periods of leave without pay shall count towards the employee’s available FMLA leave. 2. <i>Use of accrued paid leave.</i> An employee shall use available paid leave for all or part of the	<a href="http://www.azsos.gov/public_services/title_02/2-05.htm">http://www.azsos.gov/public_services/title_02/2-05.htm</a>

				employee's FMLA leave.	
	Ariz. Admin. Code Rule 2-5A-B602, B603.			Arizona state employees who are unable to work due to temporary disability caused by pregnancy, childbirth, or associated medical care (including miscarriage and abortion), or who are immediate family members of individuals with a temporary disability caused by pregnancy, childbirth, or associated medical care, are entitled to the same leave benefits as employees with other temporary disabilities and their family members. Employers may provide paid or unpaid leave for employees who are pregnant or who have a temporary pregnancy-related disability; they are not required to do so, however, as long as all employees are treated the same with respect to their requests for temporary disability leave.	<a href="https://www.dol.gov/wb/maps/">https://www.dol.gov/wb/maps/</a>
	Ariz. Rev. Stat. § 41-1443		<b>Breastfeeding</b>	Women may breastfeed in any public or private place where they are authorized to be.	<a href="http://www.azleg.gov/FormatDocument.asp?inDoc=/ars/41/01443.htm&amp;Title=41&amp;DocType=ARS">http://www.azleg.gov/FormatDocument.asp?inDoc=/ars/41/01443.htm&amp;Title=41&amp;DocType=ARS</a>
	Ariz Rev Stat § 13-1402(B)			Indecent exposure does not include an act of breast-feeding by a mother.	<a href="http://www.azleg.gov/ars/13/01402.htm">http://www.azleg.gov/ars/13/01402.htm</a>
<b>Arkansas</b>	Ark. Code § 16-123-101	State employers	<b>Discrimination</b>	The right of an otherwise qualified person to obtain and hold employment without discrimination because of gender is recognized as and declared to be a civil right. "Because of gender" means, but is not limited to, on account of	<a href="http://www.usccr.gov/pubs/sac/ar0201/ch2.htm#_ftn2">http://www.usccr.gov/pubs/sac/ar0201/ch2.htm#_ftn2</a>

				pregnancy, childbirth, or related medical conditions.	
	Ark. Code §§ 16-123-102, 107.	State employers with nine or more employees		Arkansas prohibits employment discrimination on the basis of gender, which is explicitly defined to include discrimination on the basis of pregnancy, childbirth, or related medical conditions. This law applies to all employers with nine or more employees, except religious organizations.	<a href="https://www.dol.gov/wb/maps/">https://www.dol.gov/wb/maps/</a>
	Ark. Stat. §§ 21-4-209 & 210	State employers	<b>Leave</b>	Maternity leave shall be treated as any other leave for sickness or disability. Accumulated sick leave and annual leave, if requested by the employee, shall be granted for maternity use, after which leave without pay may be used. Maternity leave may be taken for up to six months.	<a href="http://www.dfa.arkansas.gov/offices/personnelManagement/policy/Documents/50_14_MaternityLeave.pdf">http://www.dfa.arkansas.gov/offices/personnelManagement/policy/Documents/50_14_MaternityLeave.pdf</a>
	Ark. Code § 11-10-513	All employers	<b>Insurance</b>	No individual shall be disqualified for unemployment benefits if after making reasonable efforts to preserve his or her job rights he or she left his or her last work because of pregnancy of the individual or a member of the individual's immediate family. "Immediate family" means a spouse, child, parent, brother, sister, grandchild, or grandparent of the individual.	<a href="http://law.justia.com/codes/arkansas/2010/title-11/chapter-10/subchapter-5/11-10-513/">http://law.justia.com/codes/arkansas/2010/title-11/chapter-10/subchapter-5/11-10-513/</a>
	Ark. Code § 11-5-116		<b>Breastfeeding</b>	An employer must provide unpaid break time and a reasonable location that is not a bathroom stall for women to pump breast milk.	<a href="http://law.justia.com/codes/arkansas/2010/title-11/chapter-5/subchapter-1/11-5-116/">http://law.justia.com/codes/arkansas/2010/title-11/chapter-5/subchapter-1/11-5-116/</a>
	Ark Code Annotated § 20-27-2001			A woman may breastfeed a child in a public place or any place where other individuals are present.	<a href="http://law.justia.com/codes/arkansas/2012/title-20/subtitle-2/chapter-27/subchapter-20/section-20-27-2001">http://law.justia.com/codes/arkansas/2012/title-20/subtitle-2/chapter-27/subchapter-20/section-20-27-2001</a>
	Ark Code Annotated § 5-14-112(c)			A woman is not in violation of this section for <b>breastfeeding</b> a child in a public place or any place where other individuals are present.	<a href="http://law.justia.com/codes/arkansas/2010/title-5/subtitle-2/chapter-14/subchapter-1/5-14-112(c)">http://law.justia.com/codes/arkansas/2010/title-5/subtitle-2/chapter-14/subchapter-1/5-</a>

<b>California</b>	Cal. Gov. Code § 12940	All employers; labor organizations; employment agencies; school districts	<b>Discrimination</b>	<p>It is an unlawful employment practice, unless based upon a bona fide occupational qualification, or, except where based upon U.S. or California security regulations:</p> <p>For an employer, because of sex, to refuse to hire or employ the person or to refuse to select the person for a training program leading to employment, or to bar or to discharge the person from a training program leading to employment, or to discriminate against the person in compensation or in terms, conditions, or privileges of employment;</p> <p>For a labor organization, because of sex, to exclude, expel, or restrict from its membership any person, or to provide only second-class or segregated membership or to discriminate because of the sex of any person in the election of officers of the labor organization or in the selection of the labor organization's staff or to discriminate in any way against any of its members or against any employer or against any person employed by an employer;</p> <p>Harassment because of sex includes harassment based on pregnancy, childbirth, or related medical conditions.</p>	14-112 <a href="http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&amp;group=12001-13000&amp;file=12940-12951">http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&amp;group=12001-13000&amp;file=12940-12951</a>
	Cal. Gov. Code § 12945	Public and private employers, employment agencies, labor organizations with 5 + employees, School districts	<b>Discrimination and Accommodation</b>	<p>Discrimination: It is an unlawful employment practice, unless based upon a bona fide occupational qualification for an employer to refuse to allow a female employee disabled by pregnancy, childbirth, or a related medical condition to take a leave for a reasonable period of time, that period during which the female employee is disabled, not to exceed four months and thereafter return to work. The employee shall be entitled to utilize any accrued vacation leave during this period of time.</p> <p>An employer may require an employee who plans to take a leave to give the employer reasonable notice of the date the leave shall commence and the estimated duration of the leave. An employer must maintain and pay for coverage for an eligible</p>	<a href="http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&amp;group=12001-13000&amp;file=12940-12951">http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&amp;group=12001-13000&amp;file=12940-12951</a>

				<p>female employee who takes leave under a group health plan for the duration of the leave, commencing on the date the leave begins, at the level and under the conditions that coverage would have been provided if the employee had continued in employment. This shall not preclude an employer from maintaining and paying for coverage under a group health plan beyond four months. An employer may recover from the employee the premium for maintaining coverage for the employee if the employee fails to return from leave after the entitled period has expired, and the employee's failure to return is for a reason other than one of the following: (I) The employee taking leave under the Moore-Brown-Roberti Family Rights Act; (II) The continuation, recurrence, or onset of a health condition that entitles the employee to leave or other circumstance beyond his or her control. If the employer is a state agency, the collective bargaining agreement shall govern with respect to the continued receipt by an eligible female employee of the health care coverage.</p> <p><b>Accommodation:</b> California requires an employer to grant an employee's request for reasonable accommodation for a condition related to pregnancy, childbirth or a related medical condition, upon the advice of her physician. The accommodation may include a transfer to a less strenuous or hazardous position if the transfer can be reasonably accommodated. The law also prohibits employers from retaliating against employees for exercising their rights under the law. The law applies to and protects workers regardless of tenure and number of hours worked. Women temporarily disabled by pregnancy, childbirth, or a related medical condition are entitled to unpaid leave for as long as they remain disabled, up to four months. During that period, the employer must continue to provide the employee with the same level of health insurance coverage she received prior to taking leave. This</p>	
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				law applies to employers with five or more employees, regardless of the worker's tenure or number of hours worked.	
	Cal. Gov't Code §§ 12926, 12940.			The California Fair Employment and Housing Act prohibits employment discrimination on the basis of sex, which is explicitly defined to include discrimination on the basis of pregnancy, childbirth, breastfeeding, or related medical conditions. This law applies to employers with five or more employees, except religious non-profit organizations.	<a href="https://www.dol.gov/wb/maps/">https://www.dol.gov/wb/maps/</a>
	Cal. Unemp. Ins. Code §§ 2626, 3303		<b>Insurance</b>	<p>An individual shall be deemed disabled on any day in which, because of his or her physical or mental condition, he or she is unable to perform his or her regular or customary work. "Disability" or "disabled" includes any illness or injury resulting from pregnancy, childbirth, or related medical condition.</p> <p>An individual shall be deemed eligible for family temporary disability insurance benefits equal to one-seventh of his or her weekly benefit amount on any day in which he or she is unable to perform his or her regular or customary work because he or she is bonding with a minor child during the first year after the birth or placement of the child in connection with foster care or adoption or caring for a seriously ill child, parent, spouse, or domestic partner, only if the director finds all of the following:</p> <p>(a) The individual has made a claim for temporary disability benefits.</p> <p>(b) The individual has been unable to perform his or her regular or customary work for a seven-day waiting period during each disability benefit period, but the benefits are not available during this period.</p> <p>(c) The individual has filed a certificate.</p>	<a href="http://www.leginfo.ca.gov/cgi-bin/displaycode?section=uic&amp;group=02001-03000&amp;file=2625-2630;">http://www.leginfo.ca.gov/cgi-bin/displaycode?section=uic&amp;group=02001-03000&amp;file=2625-2630;</a> <a href="http://www.edd.ca.gov/disability/FAQ_DI_Pregnancy.htm">http://www.edd.ca.gov/disability/FAQ_DI_Pregnancy.htm;</a> <a href="http://www.leginfo.ca.gov/cgi-bin/displaycode?section=uic&amp;group=03001-04000&amp;file=3300-3306">http://www.leginfo.ca.gov/cgi-bin/displaycode?section=uic&amp;group=03001-04000&amp;file=3300-3306</a>



	Cal. Gov. Code § 12945.2	Any person who directly employs 50 or more persons to perform services for a wage or salary; state, and any political or civil subdivision of the state and cities	<b>Leave</b>	<p>It shall be an unlawful employment practice for any employer to refuse to grant a request by any employee with more than 12 months of service, and who has worked at least 1,250 hours during the previous 12-month period, to take up to 12 unpaid workweeks in any 12-month period for family care. Family care shall not be deemed granted unless the employer provides the employee a guarantee of employment in the same or a comparable position upon the termination of the leave.</p> <p>Family care is leave for birth of a child of the employee, the placement of a child with an employee from adoption or foster care, or the serious health condition of his or her child.</p> <p>Employment in the same or a comparable position means the position has the same or similar duties and pay that can be performed at the same or similar geographic location as the previous position.</p> <p>An employee taking a leave may elect, or an employer may require him or her, to substitute any of the employee's accrued vacation leave or other time off or any other paid or unpaid time off negotiated with the employer. However, an employee shall not use sick leave, unless mutually agreed to by the employer and the employee.</p> <p>During any period that an eligible employee takes leave, the employer shall maintain and pay for coverage under a "group health plan," for the duration, not to exceed 12 workweeks in a 12-month period, commencing on the date leave taken under the FMLA commences, at the level and under the conditions coverage would have been provided if the employee had continued in employment. This shall not preclude an employer from maintaining and paying for coverage under a</p>	<a href="http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&amp;group=12001-13000&amp;file=12940-12951">http://www.leginfo.ca.gov/cgi-bin/displaycode?section=gov&amp;group=12001-13000&amp;file=12940-12951</a>

				<p>“group health plan” beyond 12 workweeks. An employer may recover the premium for maintaining coverage for the employee if the following conditions occur: the employee fails to return after the period to which the employee is entitled has expired; the employee's failure to return is for a reason other than the continuation, recurrence, or onset of a serious health condition that entitles the employee to leave or other circumstances beyond the control of the employee.</p> <p>Any employee taking leave shall continue to be entitled to participate in employee health plans for any period during which coverage is not provided by the employer and employee benefit plans, including life insurance or short-term or long-term disability or accident insurance, pension and retirement plans, and supplemental unemployment benefit plans to the same extent and under the same conditions as apply to an unpaid leave. In the absence of these conditions an employee shall continue</p> <p>to be entitled to participate in these plans and, in the case of health and welfare employee benefit plans, including life insurance or short-term or long-term disability or accident insurance, the employer may, at his or her discretion, require the employee to pay premiums, at the group rate, during the period of leave not covered by any accrued vacation or other time off, or any other paid or unpaid time off negotiated with the employer, as a condition of continued coverage. During a family care leave period, the employee shall retain employee status. An employee returning from leave shall return with no less seniority than the employee had when the leave commenced, for purposes of layoff, recall, promotion, job assignment, and seniority-related benefits such as vacation.</p> <p>If the employee's need for a leave is foreseeable, the employee shall provide reasonable advance notice of the need for the leave.</p> <p>An employer may require that an employee's</p>	
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				<p>request for leave to care for a child who has a serious health condition be supported by a certification issued by a health care provider. Upon expiration of the time estimated by the health care provider, the employer may require the employee to obtain recertification, if additional leave is required.</p> <p>If the employer has reason to doubt the validity of the certification, the employer may require, at its expense, that the employee obtain the opinion of a second health care provider, designated or approved by the employer. The health care provider shall not be employed on a regular basis by the employer.</p> <p>If the second opinion differs from the original certification, the employer may require, at the employer's expense, that the employee obtain the opinion of a third health care provider, designated or approved jointly by the employer and the employee.</p> <p>The opinion of the third health care provider shall be considered final and binding on the employer and the employee.</p> <p>It shall be an unlawful employment practice for an employer to refuse to hire, or to discharge, fine, suspend, expel, or discriminate against, any individual because of any of the following: an individual's exercise of the right to family care leave; an individual giving information or testimony as to his or her own or another person's family care leave, in any inquiry or proceeding related to the statute.</p> <p>Leave may be taken in one or more periods. The period during which leave may be taken under this statute shall run concurrently with the 12 months under the FMLA, and shall commence on the same date. Leave taken pursuant to the FMLA for disability on account of pregnancy, childbirth, or related medical conditions shall not run concurrently.</p> <p>If both parents are employed by the same employer, the employer shall not be required to</p>	
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				<p>grant leave for birth, adoption, or foster care that would allow the parents family care leave to total more than the amount specified.</p> <p>An employer may refuse to reinstate an employee returning from leave to the same or a comparable position if all of the following apply: the employee is a salaried employee and among the highest paid 10 percent who are employed within 75 miles of the worksite at which that employee is employed; The refusal is necessary to prevent substantial and grievous economic injury to operations of; The employer notifies the employee of the intent to refuse reinstatement at the time the employer determines the refusal is necessary. In any case in which the leave has already commenced, the employer shall give the employee a reasonable opportunity to return to work.</p>	
	Cal. Lab. Code 233	All Employers	<b>Leave</b>	<p>Any employer who provides sick leave for employees shall permit an employee to use in any calendar year the employee's accrued and available sick leave entitlement, in an amount not less than the sick leave that would be accrued during six months at the employee's then current rate of entitlement, to attend to an illness of a child, parent, spouse, or domestic partner of the employee. All conditions and restrictions placed by the employer upon the use by an employee of sick leave also shall apply to the use by an employee of sick leave to attend to an illness of his or her child, parent, spouse, or domestic partner.</p> <p>"Child" means a biological, foster, or adopted child, a stepchild, a legal ward, a child of a domestic partner, or a child of a person standing in loco parentis.</p>	<a href="http://www.leginfo.ca.gov/cgi-bin/displaycode?section=lab&amp;group=00001-01000&amp;file=200-243">http://www.leginfo.ca.gov/cgi-bin/displaycode?section=lab&amp;group=00001-01000&amp;file=200-243</a>
	Cal. Lab. Code § 230.8	Employer who employs 25 or more employees		<p>No employer shall discharge or in any way discriminate against an employee who is a parent, guardian, or grandparent having custody, of one or more children in kindergarten or grades 1 to 12,</p>	<a href="http://www.leginfo.ca.gov/cgi-bin/displaycode?section=lab&amp;group=00001">http://www.leginfo.ca.gov/cgi-bin/displaycode?section=lab&amp;group=00001</a>

				<p>or attending a licensed child day care facility, for taking off up to 40 hours each year, not exceeding eight hours in any calendar month of the year, to participate in activities of any of his or her children, if the employee, prior to taking the time off, gives reasonable notice to the employer. If both parents of a child are employed by the same employer at the same worksite, the entitlement of a planned absence is only to the parent who first gives notice to the employer, such that the other parent may take a planned absence simultaneously only if he or she obtains the employer's approval.</p> <p>The employee shall utilize existing vacation, personal leave, or compensatory time off for purposes of the planned absence authorized by this section, unless otherwise provided by a collective bargaining agreement, and in effect on that date. An employee also may utilize time off without pay for this purpose. The employee, if requested by the employer, shall provide documentation from the school or licensed child day care facility as proof that he or she participated in activities on a specific date and at a particular time. Documentation means whatever written verification of parental participation deemed appropriate and reasonable.</p> <p>Any employee who is discharged, threatened with discharge, demoted, suspended, or in any other manner discriminated against in terms and conditions of employment by his or her employer because the employee has taken time off to participate in school activities shall be entitled to reinstatement and reimbursement for lost wages and work benefits caused by the acts of the employer. Any employer who willfully refuses to rehire, promote, or otherwise restore an employee or former employee who is eligible for rehiring or promotion by a grievance procedure, arbitration, or hearing authorized by law shall be subject to a civil penalty in an amount equal to three times the amount of the employee's lost wages and work benefits.</p>	-01000&file=200-243
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	West's Ann.Cal.Ed uc.Code § 88193	Governing Board of any community college district		The governing board of any community college district may provide for such leave of absence from duty as it deems appropriate for any female employee in the classified service of the district who is required to absent herself from her duties because of <b>pregnancy</b> or convalescence following childbirth, and may adopt rules and regulations prescribing the manner of proof of <b>pregnancy</b> , the time during <b>pregnancy</b> at which the leave of absence shall be taken, and the length of time for which the leave of absence shall continue after birth of the child. The board may also provide in the rules and regulations whether leave granted under this section shall be with or without pay and, if with pay, the amount, if any, to be deducted from the salary due the employee for the period in which the absence occurs. However, nothing in this section shall be construed so as to deprive any employee of sick leave rights under other sections of this code for absences due to illness or injury resulting from <b>pregnancy</b> .	<a href="http://codes.findlaw.com/ca/education-code/edc-sect-88193.html">http://codes.findlaw.com/ca/education-code/edc-sect-88193.html</a>
	West's Ann.Cal.Go v.Code § 19991.6			(a) Except as provided in subdivision (c), an appointing power shall grant a leave of absence without pay for the purposes of <b>pregnancy</b> , childbirth or the recovery therefrom for a period as determined by the employee not exceeding one year to any permanent female employee under the jurisdiction of the appointing power. When the employee has notified the appointing power as to the period of the leave of absence required, any change in the length of the period of leave shall not be effective unless approved by the appointing power. (b) If the provisions of subdivision (a) are in conflict with the provisions of a memorandum of understanding reached pursuant to Section 3517.5, the memorandum of understanding shall be controlling without further legislative action, except that if such provisions of a memorandum of understanding require the expenditure of funds, the provisions shall not become effective unless	<a href="http://leginfo.legislature.ca.gov/faces/code_s_displaySection.xhtml?lawCode=GOV&amp;sectionNum=19991.6">http://leginfo.legislature.ca.gov/faces/code_s_displaySection.xhtml?lawCode=GOV&amp;sectionNum=19991.6</a>

				<p>approved by the Legislature in the annual Budget Act.</p> <p>(c) For an employee who is excluded from the definition of state employee in subdivision (c) of Section 3513, the following shall apply:</p> <p>(1) An appointing power shall grant a female permanent employee's request for a leave of absence without pay for the purposes of <b>pregnancy</b>, childbirth, or the recovery therefrom, for a period not to exceed one year. When the employee has notified the appointing power as to the period of the leave of absence required, any change in the length of the period of leave shall not be effective unless approved by the appointing power.</p> <p>(2) An appointing power shall grant the request of a male spouse who is a permanent employee or a male parent who is a permanent employee for a leave of absence without pay for a period not to exceed one year to care for his newborn child. When the employee has notified the appointing power as to the period of the leave of absence required, any change in the length of the period of leave shall not be effective unless approved by the appointing power.</p> <p>(3) An appointing power may grant a permanent employee's request for a leave of absence without pay for the adoption of a child for a period not to exceed one year. The employee shall provide substantiation to support the employee's request for adoption leave. When the employee has notified the appointing power as to the period of the leave of absence required, any change in the length of the period of leave shall not be effective unless approved by the appointing power.</p>	
	Cal. Civ. Prac. Employment Litigation § 7:65			<p>Effective July 1, 2004, California workers can take up to six weeks of <b>paid leave</b> per year for the purpose of caring for a new child by birth, adoption, or foster-care placement. In the 2002 session, legislation established the <b>Family Temporary Disability Insurance (FTDI)</b> program, also called the "<b>Paid Family Leave (PFL)</b>" benefit program, believed to be the first of its kind in the</p>	

				<p>United States [Unemp. Ins. Code, §§ 3300 et seq.; c. 901 (S.B. 1661)] The FTDI program makes <b>paid leave</b> equally available to mothers and fathers. The program also provides <b>paid leave</b> for the care of a seriously ill child, spouse, domestic partner, or parent. The <b>paid-leave</b> benefit program applies to all employees who are covered by the State Disability <b>Insurance</b> (SDI) program. Under the new law, compensation for covered <b>leave</b> will be funded by employee contributions, which will be deposited into a special <b>family</b> temporary disability fund and administered by California's State Disability <b>Insurance</b> Program.</p>	
	<p>San Francisco Family Friendly Workplace Ordinance</p> <p>Specific to San Francisco</p>	Employers of 20 or more employees		<p>Employers with 20 or more employees must allow any employee who is employed within the geographic boundaries of the City, regularly works at least 8 hours per week, and has been employed by an employer for 6 months or more, to request a exible or predictable working arrangement to assist with caregiving responsibilities for 1) a child or children under the age of 18, 2) a person or persons with a serious health condition in a family relationship with the employee, or 3) a parent of the employee, age 65 or older.</p> <p>An employee's request shall be in writing. Within 21 days of an employee's request, an employer must meet with the employee regarding the request. The employer must respond to an employee's request within 21 days of that meeting. An employer who grants the request shall con rm in writing. An employer who denies a request must provide a written response that includes a bona de business reason for denial and notices the employee of the right to request reconsideration.</p> <p>An employer's failure to follow the procedural, posting or documentation requirements or an employer's denial of an employee rights under the law shall constitute a violation. It is unlawful for an employer to discharge, threaten to discharge, demote, suspend, or otherwise take adverse</p>	<p><a href="http://sfgov.org/olse/FAMILY-FRIENDLY-WORKPLACE-ORDINANCE-FFWO">http://sfgov.org/olse/FAMILY-FRIENDLY-WORKPLACE-ORDINANCE-FFWO</a></p>



				<p>employment action against any person on the basis of Caregiver status, in retaliation for exercising rights protected under the Ordinance, or for cooperating with the City in enforcement. The City may investigate possible violations of the Ordinance, and order violators to pay penalties.</p>	
	<p>West's Annotated Cal.Labor Code § <b>230.8</b></p>			<p>(a)(1) An employer who employs 25 or more employees working at the same location shall not discharge or in any way discriminate against an employee who is a parent of one or more children of the age to attend kindergarten or grades 1 to 12, inclusive, or a licensed child care provider, for taking off up to 40 hours each year, for the purpose of either of the following child-related activities:</p> <p>(A) To find, enroll, or reenroll his or her child in a school or with a licensed child care provider, or to participate in activities of the school or licensed child care provider of his or her child, if the employee, prior to taking the time off, gives reasonable notice to the employer of the planned absence of the employee. Time off pursuant to this subparagraph shall not exceed eight hours in any calendar month of the year.</p> <p>(B) To address a child care provider or school emergency, if the employee gives notice to the employer.</p> <p>(2) If more than one parent of a child is employed by the same employer at the same worksite, the entitlement under paragraph (1) of a planned absence as to that child applies, at any one time, only to the parent who first gives notice to the employer, such that another parent may take a planned absence simultaneously as to that same child under the conditions described in paragraph (1) only if he or she obtains the employer's approval for the requested time off.</p> <p>(b)(1) The employee shall utilize existing vacation, personal leave, or compensatory time off for purposes of the planned absence authorized by this section, unless otherwise provided by a collective bargaining agreement entered into</p>	<p><a href="http://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=LAB&amp;sectionNum=230.8">http://leginfo.ca.gov/faces/codes_displaySection.xhtml?lawCode=LAB&amp;sectionNum=230.8</a></p>

				<p>before January 1, 1995, and in effect on that date. An employee also may utilize time off without pay for this purpose, to the extent made available by his or her employer. The entitlement of any employee under this section shall not be diminished by any collective bargaining agreement term or condition that is agreed to on or after January 1, 1995.</p> <p>(2) Notwithstanding paragraph (1), in the event that all permanent, full-time employees of an employer are accorded vacation during the same period of time in the calendar year, an employee of that employer may not utilize that accrued vacation benefit at any other time for purposes of the planned absence authorized by this section.</p> <p>(c) The employee, if requested by the employer, shall provide documentation from the school or licensed child care provider as proof that he or she engaged in child-related activities permitted in subdivision (a) on a specific date and at a particular time. For purposes of this subdivision, "documentation" means whatever written verification of parental participation the school or licensed child care provider deems appropriate and reasonable.</p> <p>(d) Any employee who is discharged, threatened with discharge, demoted, suspended, or in any other manner discriminated against in terms and conditions of employment by his or her employer because the employee has taken time off to engage in child-related activities permitted in subdivision (a) shall be entitled to reinstatement and reimbursement for lost wages and work benefits caused by the acts of the employer. Any employer who willfully refuses to rehire, promote, or otherwise restore an employee or former employee who has been determined to be eligible for rehiring or promotion by a grievance procedure, arbitration, or hearing authorized by law shall be subject to a civil penalty in an amount equal to three times the amount of the employee's lost wages and work benefits.</p>	
	Cal. Lab.		<b>Breastfeeding</b>	Every employer, including the state and any	<a href="http://www.leginfo.ca">http://www.leginfo.ca</a> .

	Code §§ 1030-3			political subdivision, shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. Break time that does not run concurrently for the employee shall be unpaid. The employer shall make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area, for the employee to express milk in private. The location may include the place where the employee normally works if it otherwise meets these requirements.	gov/cgi-bin/displaycode?section=lab&group=01001-02000&file=1030-1033
	West's Ann.Cal.Welf. & Inst.Code § 11218			Pursuant to Section 43.3 of the Civil Code, an applicant or recipient of aid under this chapter is entitled to breastfeed her child in any public area, or area where the mother and the child are authorized to be present, in a county welfare department or other county office.	http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=WIC&sectionNum=11218.
	West's Ann.Cal.Civ.Code § 43.3			Notwithstanding any other provision of law, a mother may breastfeed her child in any location, public or private, except the private home or residence of another, where the mother and the child are otherwise authorized to be present.	http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=43.3.&lawCode=CIV
	Cal. Gov't Code §§ 12926, 12940.			Employers cannot discriminate against women for breastfeeding or breastfeeding-related medical conditions.	https://www.dol.gov/wb/maps/
	West's Ann.Cal.Gov.Code § 19702.3			(a) An appointing authority shall not refuse to hire, and shall not discharge, suspend, expel, or discriminate against, any individual because of any of the following: (1) An individual's exercise of the right to family care leave provided by subdivision (a) of Section 12945.2.	http://law.justia.com/codes/california/2012/gov/title-2/division-5/part-2/chapter-10/article-2/section-19702.3/
<b>Colorado</b>	Colo. Rev. Stat. § 24-34-402	All employers, employment agencies, labor organizations	<b>Discrimination</b>	It is a discriminatory or unfair employment practice to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation, terms, conditions, or privileges of	http://cdn.colorado.gov/cs/Satellite?blobcol=urldata&blobheadername1=Content-Disposition&blobhead

				employment, against any person otherwise qualified because of sex. Sex discrimination includes pregnancy. <u>See Colorado Civil Rights Comm'n v. Travelers Ins. Co.</u> , 759 P.2d 1358 (Colo. 1988).	ername2=Content-Type&blobheadvalue1=inline%3B+filename%3D%22Colorado+Anti-Discrimination+Act+statutes+-+unofficial.pdf%22&blobheadvalue2=application%2Fpdf&blobkey=id&blobtable=MungoBlobs&blobwhere=1251818317123&ssbinary=true (page 8); <a href="http://co.findacase.com/research/wfrmDocViewer.aspx/xq/fac.19880718_0040263.CO.htm/qx">http://co.findacase.com/research/wfrmDocViewer.aspx/xq/fac.19880718_0040263.CO.htm/qx</a>
	Colo. Rev. Stat. § 19-5-211	All employers	<b>Leave and Insurance</b>	<p>Leave: An employer who permits paternity or maternity time off for biological parents following the birth of a child shall, upon request, make such time off available for individuals adopting a child. The period of time provided for biological parents shall be the minimum period available for adoptive parents. Requests for additional leave due to the adoption of an ill child or a child with a disability shall be considered on the same basis as comparable cases accompanying the birth of such a child to an employee or employee's spouse. Any other benefits provided, such as job guarantee or pay, shall be available to both adoptive and biological parents on an equal basis. An employer shall not penalize an employee for exercising these rights. These provisions shall not apply to an adoption by the spouse of a custodial parent or to a second-parent adoption.</p> <p>Insurance: An adopted child shall be eligible for enrollment and coverage by any medical or dental insurance held by the prospective adoptive parents if such coverage would be available to a</p>	<a href="http://www.lpdirect.net/casb/crs/19-5-211.html">http://www.lpdirect.net/casb/crs/19-5-211.html</a>

				child naturally born to the parents.	
	4 Colo. Code. Regs. 801(5-25)	State Employers	<b>Leave</b>	To be eligible, an employee must have one year of total state service as of the date leave will begin. If the employee has worked full time, up to 520 hours per fiscal year will be granted, including active duty family leave. If part time, the amount of leave is prorated based on the regular appointment or schedule	<a href="http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=application/pdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1251603807941&amp;ssbinary=true">http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=application/pdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1251603807941&amp;ssbinary=true</a>
	4 Colo. Code. Regs. 801(5-5)	State Employers	<b>Leave</b>	Sick leave is provided in the event time off is needed for health reasons. This includes diagnostic and preventative examinations, treatment, and recovery. Accrued sick leave may also be used for the health needs of the employee's child who is under the age of 18 or an adult child incapable of self care, parent, spouse, legal dependent, or a person in the household for whom the employee is the primary care giver. Accrued sick leave is also used during family/medical leave for an injured military service member. The appointing authority may require documentation of the familial relationship. Note that this definition of family is different from family/medical and bereavement leave.	<a href="http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=application/pdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1251603807941&amp;ssbinary=true">http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=application/pdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1251603807941&amp;ssbinary=true</a>
	Colo. Rev. Stat. § 8-13.3-103	All employers	<b>Leave</b>	An employee is entitled to take unpaid leave, not to exceed six hours in any one-month period and not to exceed eighteen hours in any academic year, for the purpose of attending an academic activity for or with the employee's child. In the alternative, an employer and employee may make an arrangement allowing the employee to take paid leave to attend an academic activity and to work the hours of paid leave taken within the same work week. An employee who works less than full-time shall be eligible for a portion of the leave based on the percent of full-time the employee works. An employer may limit the employee's ability to take leave in cases of emergency or other situations that may endanger a person's health or	<a href="http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=name1=Content-Disposition&amp;blobheadername2=Content-Type&amp;blobheadervalue1=inline%3B+filename%3D%22VI+2.25+Parental+Academic+Leave.pdf%22&amp;blobheadervalue2=application%2Fpdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1251694231521&amp;ssbinary=true">http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=name1=Content-Disposition&amp;blobheadername2=Content-Type&amp;blobheadervalue1=inline%3B+filename%3D%22VI+2.25+Parental+Academic+Leave.pdf%22&amp;blobheadervalue2=application%2Fpdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1251694231521&amp;ssbinary=true</a>

				<p>safety or in a situation where the absence would result in a halt of service or production.</p> <p>An employer may require that the leave be taken in no longer than three-hour increments and that the employee provide written verification from the school or school district of the academic activity.</p> <p>An employee shall make a reasonable attempt to schedule academic activities outside of regular work hours. Schools and school districts shall also make their best efforts to accommodate the schedules of employees with children in the school or school district.</p> <p>In order to take leave, an employee shall provide the employer with notice of the need for leave at least one calendar week in advance of the academic activity. In the case of an emergency where the employee is not aware of the need for the leave one calendar week in advance, the employee shall provide notice as soon as possible once he or she becomes aware of the need and shall provide the employer with written verification upon return to work.</p> <p>An employee or employer may elect to substitute accrued paid vacation, sick leave, personal leave, or other paid leave.</p>	y=true
	C.R.S.A. § <b>19-5-211</b>	Any employer who permits paternity or maternity time off for biological parents following the birth of their child		<p>(1) After the entry of a final decree of adoption, the person adopted shall be, to all intents and purposes, the child of the petitioner. He shall be entitled to all the rights and privileges and be subject to all the obligations of a child born in lawful wedlock to the petitioner.</p> <p>(1.5) An employer who permits paternity or maternity time off for biological parents following the birth of a child shall, upon request, make such time off available for individuals adopting a child. If the employer has established a policy providing time off for biological parents, that period of time shall be the minimum period of leave available for adoptive parents. Requests for additional leave due to the adoption of an ill child or a child with a disability shall be considered on the same basis as comparable cases of such complications accompanying the birth of such a child to an</p>	<a href="http://www.lpdirect.net/casb/crs/19-5-211.html">http://www.lpdirect.net/casb/crs/19-5-211.html</a>

				<p>employee or employee's spouse. Any other benefits provided by the employer, such as job guarantee or pay, shall be available to both adoptive and biological parents on an equal basis. An employer shall not penalize an employee for exercising the rights provided by this subsection (1.5). The provisions of this subsection (1.5) shall not apply to an adoption by the spouse of a custodial parent or to a second-parent adoption.</p> <p>(2) The parents shall be divested of all legal rights and obligations with respect to the child, and the adopted child shall be free from all legal obligations of obedience and maintenance with respect to the parents.</p> <p>(2.5) The child shall be eligible for enrollment and coverage by any medical or dental insurance held by the prospective adoptive parents if, and on such a basis as, such coverage would be available to a child naturally born to the prospective adoptive parents.</p> <p>(3) Nothing in this part 2 shall be construed to divest any natural parent or child of any legal right or obligation where the adopting parent is a stepparent and is married to said natural parent.</p>	
	3 Colo. Code Regs. § 708-1:80.		<b>Accommodation</b>	Disabilities caused by pregnancy, miscarriage, abortion and childbirth are considered temporary disabilities for all job-related purposes. Employers must treat pregnancy-related disabilities the same as other temporary disabilities with respect to such matters as leave duration, leave extensions, job reinstatement and health insurance coverage.	<a href="https://www.dol.gov/wb/maps/">https://www.dol.gov/wb/maps/</a>
	Colo. Rev. Stat. § 8-73-108	All employers	<b>Benefits</b>	An individual separated from a job shall be given a full award of benefits if his or her health is such that the worker is separated from employment and must refrain from working for a period of time that exceeds the greater of the employer's medical leave policy or the provisions of the Family and Medical Leave Act, which includes because of pregnancy.	<a href="http://www.colorado.gov/cs/Satellite?c=Page&amp;childpagename=C DLE-UnempBenefits%2FC DLELayout&amp;cid=1251568564013&amp;pagename=CDLEWrapper">http://www.colorado.gov/cs/Satellite?c=Page&amp;childpagename=C DLE-UnempBenefits%2FC DLELayout&amp;cid=1251568564013&amp;pagename=CDLEWrapper</a>

	Colo. Rev. Stat. § 8-13.5-104		<b>Breastfeeding</b>	An employer shall provide reasonable unpaid break time or permit an employee to use paid break time, meal time, or both, each day, to allow the employee to express breast milk for her nursing child for up to two years after birth. The employer shall make reasonable efforts to provide a room or other location close to the work area, other than a toilet stall, where the employee can express breast milk in privacy. An employer that makes reasonable efforts to accommodate the employee shall be deemed in compliance with the law. Before an employee may seek litigation, there must be nonbinding mediation between the employer and the employee.	<a href="http://www.colorado.gov/cs/Satellite/CDLE-LaborLaws/CDLE/1248095305263">http://www.colorado.gov/cs/Satellite/CDLE-LaborLaws/CDLE/1248095305263</a>
	Colo Rev Stat Annotated § 25-6-302			A mother may <b>breast-feed</b> in any place she has a right to be.	<a href="http://www.statebillinfo.com/bills/bills/04/088_rev.pdf">http://www.statebillinfo.com/bills/bills/04/088_rev.pdf</a>
	Colo. Rev. Stat. § 24-34-402	All employers, employment agencies, labor organizations	<b>Discrimination</b>	It is a discriminatory or unfair employment practice to refuse to hire, to discharge, to promote or demote, to harass during the course of employment, or to discriminate in matters of compensation, terms, conditions, or privileges of employment, against any person otherwise qualified because of sex. Sex discrimination includes pregnancy. See Colorado Civil	<a href="http://cdn.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheadername1=Content-Disposition&amp;blobheadername2=Content-Type&amp;blobheadervalue1=inline%3">http://cdn.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheadername1=Content-Disposition&amp;blobheadername2=Content-Type&amp;blobheadervalue1=inline%3</a>
<b>Connecticut</b>	Conn. Gen. Stat. § 46a-60(a)(7)	Employers with three or more employees	<b>Accommodation</b>	Employers must make a reasonable effort to transfer a pregnant employee to a temporary position if her current position could cause injury to her or to her fetus.	<a href="http://www.cga.ct.gov/2011/pub/chap814c.htm#Sec46a-60.htm">http://www.cga.ct.gov/2011/pub/chap814c.htm#Sec46a-60.htm</a>
	Conn. Gen. Stat. § 46a-60	All employers, employment agencies, labor organizations	<b>Discrimination</b>	It shall be a discriminatory practice for an employer to request or require information from an employee, person seeking employment or member about the individual's child-bearing age or plans, pregnancy, function of the individual's reproductive system, use of birth control methods, or the individual's familial responsibilities, unless such information is directly related to a bona fide	<a href="http://www.cga.ct.gov/2011/pub/chap814c.htm#Sec46a-60.htm">http://www.cga.ct.gov/2011/pub/chap814c.htm#Sec46a-60.htm</a>



				occupational qualification or need. An employer, through a physician, may request from an employee any such information which is directly related to workplace exposure to substances which may cause birth defects or constitute a hazard to an individual's reproductive system or to a fetus if the employer first informs the employee of the hazards involved.	
	Conn. Gen. Stat. § 31-51	A person with 75 or more employees, any person who acts, directly or indirectly, in the interest of an employer and any successor in interest of an employer, but shall not include the state, a municipality, a local or regional board of education, or a private or parochial elementary or secondary school.	<b>Leave</b>	<p>An eligible employee shall be entitled to a total of sixteen workweeks of unpaid leave during any twenty-four-month period, upon the birth of a son or daughter of the employee; the placement of a son or daughter for adoption or foster care; or in order to care for a son or daughter, if he or she has a serious health condition. Entitlement to leave may accrue prior to the birth or placement because of such impending birth or placement. Leave for the birth or placement may not be taken intermittently or on a reduced leave schedule unless the employee and the employer agree otherwise. The taking of leave intermittently or on a reduced leave schedule shall not result in a reduction of the total amount of leave to which the employee is entitled.</p> <p>If an employee requests intermittent leave or leave on a reduced leave schedule that is foreseeable based on planned medical treatment, the employer may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and that has equivalent pay and benefits, and better accommodates recurring periods of leave than the regular employment position of the employee, provided the exercise of this authority shall not conflict with a collective bargaining agreement between such employer and a labor organization of which the employee is a part.</p> <p>An eligible employee may elect, or an employer may require, to substitute accrued paid vacation, personal leave or family leave for any part of the</p>	<a href="http://wcc.state.ct.us/law/rel-stat/2011/31-51ll.htm">http://wcc.state.ct.us/law/rel-stat/2011/31-51ll.htm</a>

				<p>sixteen weeks.</p> <p>In any case in which the necessity for leave is foreseeable based on expected birth or placement, the employee shall provide the employer with not less than thirty days' notice, before the date of the leave is to begin, of the employee's intention to take leave. If the date of the birth or placement of a son or daughter requires leave to begin in less than thirty days, the employee shall provide such notice as is practicable.</p> <p>In any case in which a husband and wife are employed by the same employer, the aggregate number of workweeks of leave to which both may be entitled may be limited to sixteen workweeks during any twenty-four-month period.</p>	
	Conn. Gen. Stat. § 31-40w	Employers with one or more employees, including the state and any political subdivision of the state.	<b>Breastfeeding</b>	<p>Any employee may, at her discretion, express breast milk or breastfeed at her workplace during her meal or break period. An employer shall make reasonable efforts to provide a room or other location, close to the work area, other than a toilet stall, where the employee can express her milk in private. An employer shall not discriminate against, discipline or take any adverse employment action against an employee for exercising her rights.</p>	<a href="http://www.ctdol.state.ct.us/wgwkstnd/laws-regs/statute31-40w.htm">http://www.ctdol.state.ct.us/wgwkstnd/laws-regs/statute31-40w.htm</a>
	Conn General Stat Annotated § 53-34b			No person may restrict or limit the right of a mother to <b>breast-feed</b> her child.	<a href="https://breastfeedinglaws.uslegal.com/state-laws/connecticut-breast-feeding-laws/">https://breastfeedinglaws.uslegal.com/state-laws/connecticut-breast-feeding-laws/</a>
	Conn General Stat Section 46a-64			Prohibition against discrimination and segregation in places of public accommodation on the basis of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, mental retardation, mental disability, or physical disability; requirement of full and equal access blind, deaf or mobility impaired persons with guide	<a href="https://breastfeedinglaws.uslegal.com/state-laws/connecticut-breast-feeding-laws/">https://breastfeedinglaws.uslegal.com/state-laws/connecticut-breast-feeding-laws/</a>

<b>Delaware</b>	Del. Code tit. 19, § 711	Employers with 4 or more employees, including state and local governments	<b>Discrimination</b>	<p><b>dog; prohibits limiting breast-feeding.</b></p> <p>It shall be an unlawful employment practice for an employer, employment agency, or labor organization to fail or refuse to hire or to discharge or otherwise discriminate against any individual with respect to compensation, terms, conditions or privileges of employment because of such individual's sex; or limit, segregate or classify employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect the individual's status as an employee because of such individual's sex.</p> <p>It shall be an unlawful employment practice for any employer, labor organization or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs, to discriminate against any individual because of sex in admission to or employment in any program. It shall not be an unlawful employment practice in those certain instances that sex is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise; and it shall not be an unlawful employment practice for an employer to apply different standards of compensation or different terms, conditions or privileges of employment pursuant to a bona fide seniority or merit system or a system which measures earnings by quantity or quality of production or to employees who work in different locations, provided that such differences are not the result of an intention to discriminate because of sex. Nor shall it be an unlawful employment practice for an employer to give and to act upon the results of any professionally developed ability test provided that such test, its administration, or action upon the results is not designed, intended or used to discriminate because of sex.</p> <p>The Delaware Department of Labor has stated that sex discrimination as referred to in this statute also protects from discrimination on the basis of</p>	<p><a href="http://www.delcode.delaware.gov/title19/c007/sc02/index.shtml">http://www.delcode.delaware.gov/title19/c007/sc02/index.shtml</a>;  <a href="http://dia.delawareworks.com/discrimination/pregnancy.php">http://dia.delawareworks.com/discrimination/pregnancy.php</a></p>
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				pregnancy, childbirth, or related medical conditions.	
	Del. Code tit. 19, § 711	Employers with 4 or more employees, including state and local governments	<b>Discrimination and Accommodation</b>	<p>Discrimination: It shall be unlawful for an employer to discriminate on the basis of sex, including pregnancy, with regards to hiring, discharging, denying employment opportunities, and any other employment-related purpose.</p> <p>Accommodation: It shall be unlawful for employers to fail or refuse to make reasonable accommodations to known limitations stemming from pregnancy, childbirth, or related condition, unless employer can show undue hardship. An employer cannot require an employee to take leave if another reasonable accommodation can be provided.</p> <p>Employer shall provide written notice of the right to be free from discrimination in relation to pregnancy, childbirth, and related conditions, including the right to reasonable accommodation.</p>	<a href="http://legis.delaware.gov/LIS/lis147.nsf/vwLegislation/SB+212/\$file/legis.html?open">http://legis.delaware.gov/LIS/lis147.nsf/vwLegislation/SB+212/\$file/legis.html?open</a>
	Del. Code. Ann. tit. 14 § 1333	School Districts	<b>Leave</b>	For child care purposes, a full-time or part-time employee of a reorganized school district shall be entitled to utilize accumulated sick leave upon the birth of a child of the employee or the employee's spouse, or upon the adoption by the employee of a pre-kindergarten age child for maternity	<a href="http://delcode.delaware.gov/title14/c013/index.shtml">http://delcode.delaware.gov/title14/c013/index.shtml</a>
	Del. Code tit. 19, § 3314		<b>Unemployment Compensation</b>	An individual who quits work to care for his or her child under the age of 18 will not be considered to have left work voluntarily without good cause for purposes of unemployment benefits.	<a href="http://delcode.delaware.gov/title19/c033/sc02/index.shtml#3314">http://delcode.delaware.gov/title19/c033/sc02/index.shtml#3314</a>
	Del. Code tit. 31, § 310		<b>Breastfeeding</b>	A mother shall be entitled to breastfeed her child in any location in public where the mother is otherwise permitted. It is unclear whether this authorization extends to a woman's place of public employment.	<a href="http://delcode.delaware.gov/title31/c003/sc01/index.shtml#310">http://delcode.delaware.gov/title31/c003/sc01/index.shtml#310</a>
<b>District of Columbia</b>	D.C. Code § 2-1401.05	DC government, public and private employers, employment	<b>Discrimination and Accommodation</b>	Discrimination: Discrimination on the basis of sex shall include discrimination on the basis of pregnancy, childbirth, related medical conditions, or breastfeeding.	<a href="http://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/LawsAndRegs">http://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/LawsAndRegs</a>

		agencies, labor organizations		Accommodation: Women affected by pregnancy, childbirth, related medical conditions, or breastfeeding shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and this requirement shall include a requirement that an employer must treat an employee temporarily unable to perform the functions of her job because of her pregnancy-related condition in the same manner as it treats other employees with temporary disabilities.	-HumanRightsAct-1977-English.pdf
	D.C. Code § 2-1401.05	DC government, public and private employers, employment agencies, labor organizations	<b>Discrimination and Accommodation</b>	Discrimination: Discrimination on the basis of sex shall include discrimination on the basis of pregnancy, childbirth, related medical conditions, or breastfeeding. Accommodation: Women affected by pregnancy, childbirth, related medical conditions, or breastfeeding shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and this requirement shall include a requirement that an employer must treat an employee temporarily unable to perform the functions of her job because of her pregnancy-related condition in the same manner as it treats other employees with temporary disabilities.	<a href="http://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/LawsAndRegs-HumanRightsAct-1977-English.pdf">http://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/LawsAndRegs-HumanRightsAct-1977-English.pdf</a>
	D.C. Act 20-458 (Oct. 23, 2014)	All employers	<b>Accommodation</b>	Employer shall engage in a timely, good faith, and interactive process with an employee requesting or otherwise needing a reasonable accommodation. The employer may require the employee to provide a certificate from a doctor when the employer requires a certificate for other temporary disabilities. The certificate shall include: (1) date the reasonable accommodation will become medically advisable; (2) an explanatory statement of the medical condition; and, (3) the probable duration of the accommodation. Employers shall not: (1) refuse reasonable accommodations, unless the accommodation would impose an undue hardship; (2) deny	<a href="http://lims.dccouncil.us/_layouts/15/upload.aspx?legislationid=31545&amp;filename=B20-0769-SignedAct.pdf">http://lims.dccouncil.us/_layouts/15/upload.aspx?legislationid=31545&amp;filename=B20-0769-SignedAct.pdf</a>

				<p>opportunities to the employee in need of reasonable accommodations, if the denial is based on employer's accommodation duty; (3) take an adverse action against an employee who requires an accommodation; (4) require the employee to take an accommodation if the employee does not have a known limitation involving pregnancy, childbirth, related medical conditions, or breastfeeding or if the accommodation is not necessary for the employee to perform her duties; or (5) require the employee to take leave if a reasonable accommodation can be provided. The employer shall post and maintain a notice of rights in both English and Spanish. In addition, the employer shall provide written notice of an employee's right to a needed reasonable accommodation to: (1) new employees, (2) existing employees within 120 after the effective date of this act, or (3) an employee who notifies the employer of her pregnancy within 10 days of the notification. Non-Spanish speaking employees are entitled to an accurate written translation of this notice.</p>	
	D.C. Code § 32-501	Employers with twenty or more employees	<b>Leave</b>	<p>An employee is entitled to up to sixteen weeks of unpaid family leave during a 24-month period. Family leave may be taken for the birth, foster care placement, or adoption of a child or to care for the serious health condition of a family member. If an employee assumes and discharges parental responsibility for a child who lives with him or her, the child is considered a family member. Leave for birth or adoption must be taken within twelve months of birth or placement of the child. To qualify, employee must have been employed by the employer for at least one year without a break in service and worked for at least 1,000 hours (an average of 19 hours per week) during the 12-month period immediately preceding the requested leave. An employee may, <i>at his or her election</i>, concurrently take available paid vacation or sick leave in order to receive pay</p>	<p><a href="http://dccode.org/sample/sections/32-501.html">http://dccode.org/sample/sections/32-501.html</a></p>

				during the leave.	
	D.C. Code § 32-1202	All employers	<b>Leave</b>	An employee who is a parent shall be entitled to a total of 24 unpaid hours leave during any 12 month period to attend or participate in a school-related event for his or her child. An employer may deny this use of leave only if it would disrupt the employer's business and make the achievement of production or service delivery unusually difficult. The employee may elect to use any paid family, vacation, personal, compensatory, or bank leave that has been provided by the employer. An employee shall notify the employer at least 10 calendar days in advance, unless the need to attend cannot be reasonably foreseen.	<a href="http://dcode.org/simply/sections/32-1202.html">http://dcode.org/simply/sections/32-1202.html</a>
	D.C. Code § 51-110		<b>Unemployment Compensation</b>	Unemployment compensation shall not be denied to any otherwise eligible individual who leaves his or her most recent work to care for an ill or disabled dependent child (whether born to or placed for adoption with the individual).	??
	D.C. Code § 2-1402.82		<b>Breastfeeding</b>	An employer shall provide reasonable daily unpaid break periods, as required by the employee, so that the employee may express breast milk for her child. If any break period, paid or unpaid, is already provided, this break period shall run concurrently with the break periods already provided. An employer shall not be required to provide break periods if it would create an undue hardship on the operations of the employer. An employer shall make reasonable efforts to provide a sanitary room or other location close to the work area, other than a bathroom or toilet stall, where an employee can express her breast milk in privacy and security. The location may include a childcare facility close to the employee's work location.	<a href="http://law.justia.com/codes/district-of-columbia/2012/division-i/title-2/chapter-14/unit-a/subchapter-ii/part-i/section-2-1402-82.html">http://law.justia.com/codes/district-of-columbia/2012/division-i/title-2/chapter-14/unit-a/subchapter-ii/part-i/section-2-1402-82.html</a>
<b>Florida</b>	Fla. Stat. § 760.10(1)(a).	Covers employers of 15 or more	<b>Discrimination</b>	It is unlawful for any employer, employment agency, or labor organization to discriminate against an individual based on a pregnancy over	<a href="http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display">http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display</a>

		employees , employment agencies, and labor organizations, except religious corporations, associations, educational institutions, or societies		<p>any of the following: (a) refusing to hire or discriminate in employment compensation; (b) classifying or segregating employees or applicants into unfavorable categories for employment; (c) restricting access to apprenticeships or job training; (d) restrict the ability to receive a license, certification, or credential required for employment; (e) print or publish any employment advertisement that demonstrates a preference or limitation on individuals based on pregnancy; or (f) discriminate against an individual because that person has opposed, charged, and/or testified against an organization over their opposition to any of the practices in this section.</p> <p>The Florida Supreme Court has held that pregnancy discrimination is a form of sex discrimination under the Florida Civil Rights Act. This statutory construction is consistent with legislative intent. See <u>Delva v. Continental Group, Inc.</u>, No. SC12-2315 (Fl. Sup. Ct. April 17, 2014).</p>	<a href="http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0700-0799/0760/Sections/0760.10.html">_Statute&amp;Search_String=&amp;URL=0700-0799/0760/Sections/0760.10.html</a>
	Fla. Stat. § 110.221	State employees	<b>Discrimination and Leave</b>	<p>Discrimination: The state shall not terminate the employment of any employee in the career service because of her pregnancy or the employee's spouse's or the adoption of a child.</p> <p>Leave: The state shall not: Refuse to grant to a career service employee unpaid parental or family medical leave for a period not to exceed 6 months. Such leave shall commence on a date that is determined by the employee in consultation with the attending physician following notification to the employer in writing, and that is approved by the employer; Deny a career service employee the use of and payment for annual leave credits for parental or family medical leave. Deny a career service employee the use of and payment for accrued sick leave or family sick leave. Require that a career service employee take mandatory parental or family medical leave.</p>	<a href="http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0100-0199/0110/Sections/0110.221.html">http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0100-0199/0110/Sections/0110.221.html</a>



				Upon returning at the end of parental or family medical leave of absence, such employee shall be reinstated to the same job or to an equivalent position with equivalent pay and with seniority, retirement, fringe benefits, and other service credits accumulated prior to the leave period. If any portion of the leave is paid, the employee shall be entitled to accumulate all benefits granted under paid leave status.	
	Fla. Stat. § 383.015		<b>Breastfeeding</b>	A mother may breastfeed her baby in any location, public or private, where the mother is otherwise authorized to be, irrespective of whether the nipple of the mother's breast is uncovered during or incidental to the breastfeeding. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0300-0399/0383/Sections/0383.015.html">http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0300-0399/0383/Sections/0383.015.html</a>
	Fla. Stat. § 383.016		<b>Breastfeeding</b>	Allows facilities lawfully providing maternity services or newborn infant care may use the designation "baby-friendly" on its promotional materials	<a href="http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0300-0399/0383/Sections/0383.016.html">http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0300-0399/0383/Sections/0383.016.html</a>

	Fla. Stat. § 800.02-09		<b>Breastfeeding</b>	This section deals with various sexual lewdness, and indecent exposure offenses. It excludes breastfeeding from all offenses listed in this chapter.	<a href="http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;URL=0800-0899/0800/0800ContentsIndex.html&amp;StatuteYear=2016&amp;Title=%3E2016-%3EChapter%20800">http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;URL=0800-0899/0800/0800ContentsIndex.html&amp;StatuteYear=2016&amp;Title=%3E2016-%3EChapter%20800</a>
	Fla. Stat. § 827.071		<b>Breastfeeding</b>	A mother's breastfeeding her child does not under any circumstance constitute "sexual conduct"	<a href="http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0800-0899/0827/Sections/0827.071.html">http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&amp;Search_String=&amp;URL=0800-0899/0827/Sections/0827.071.html</a>
<b>Georgia</b>	Ga. Code § 20-2-852	Employees: Females employed by a public school system	<b>Leave</b>	<p>A female employed by a public school system shall be entitled to a leave of absence to begin at a time determined by the employee, the physician, and the local school superintendent between the commencement of pregnancy and the anticipated date of delivery. The employee shall notify the superintendent in writing of her desire to take leave and, except in case of emergency, shall give notice at least 60 calendar days prior to the date on which her leave is to begin. This notice shall include a doctor's statement of anticipated date of physical disability.</p> <p>The employee may continue in active employment as late into her pregnancy as she desires</p>	<a href="http://law.justia.com/codes/georgia/2010/title-20/chapter-2/article-17/part-4/20-2-852/">http://law.justia.com/codes/georgia/2010/title-20/chapter-2/article-17/part-4/20-2-852/</a>

				<p>provided she is able to perform properly her required job functions. Final determination of ability to perform functions shall be made by the local board of education. An employee wishing to work to the date of physical disability shall be entitled to use all accumulated sick leave credited to her, not to exceed the doctor's estimated length of physical disability. An employee wishing to discontinue work prior to the date of physical disability shall be governed by the same sick leave provisions as apply to employees on leave for other reasons.</p> <p>An employee who has been granted leave for the period of physical disability only shall be entitled to return to active employment upon presentation of a doctor's statement of physical ability to perform required job functions and shall be assigned to a substantially equivalent position to be approved by the superintendent. An employee who has been granted a longer leave, but not to exceed one full school year, shall be entitled to return to active employment upon written request for reassignment and contingent on a vacancy for which she is qualified. Such employee shall be given preference equal to any other applicant returning from a period of physical disability. In any instance, the employee's return to active employment may be delayed until the beginning of a quarter, or semester, in order to maintain continuity of classroom instruction.</p> <p>If the local school board disagrees with any doctor's statement, it may appoint a physician of the same medical specialty as the employee's physician for the purpose of receiving independent medical judgment.</p>	
	Ga. Code § 33-24-24		<b>Insurance</b>	<p>Each group policy or group contract issued, delivered, issued for delivery, amended, or renewed in this state after January 1, 1978, which provides major medical coverage and includes maternity benefits, shall include complications of pregnancy for all persons, including family members and dependents, who have been</p>	<p><a href="http://law.justia.com/codes/georgia/2010/title-33/chapter-24/article-1/33-24-24/">http://law.justia.com/codes/georgia/2010/title-33/chapter-24/article-1/33-24-24/</a></p>

				<p>covered by the policy or contract for a period of nine months or for a period of at least 30 days immediately prior to the date conception occurs or pregnancy commences.</p> <p>These group policies or group contracts shall not contain any exclusions, reductions, or other limitations as to coverages, deductibles, or coinsurance provisions which apply to complications of pregnancy unless the provisions apply generally to all benefits.</p> <p>If fixed amounts for surgery are specified in any group policy or group contract, the fixed amounts for surgery involving complications of pregnancy shall be commensurate with other fixed amounts payable for procedures of comparable difficulty and severity.</p> <p>If any group policy or group contract provides a fixed amount for maternity benefits, complications of pregnancy shall be treated the same as an illness rather than pregnancy.</p> <p>An insurer or nonprofit corporation is not prohibited from issuing group policies or group contracts which contain provisions providing benefits greater or generally more favorable than the minimum benefits required by this Code section.</p>	
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	Ga. Code § 34-1-6	Employer	<b>Breastfeeding</b>	An employer may but is not required to provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The employer may make reasonable efforts to provide a room or other location close to the work area, other than a toilet stall, where the employee can express her milk in privacy. The break time shall, if possible, run concurrently with any break time already provided. An employer is not required to provide break time if to do so would unduly disrupt the operations of the employer. Employer means a person or entity that employs one or more employees and shall include the state and its political subdivisions.	<a href="http://www.lexisnexis.com/hottopics/gacode/Default.asp">http://www.lexisnexis.com/hottopics/gacode/Default.asp</a>
	Ga. Code § 45-19-29	covers public employers with 15 or more employees	Discrimination	It is unlawful for employers to discriminate on the basis of sex. It is unclear whether this includes pregnancy.	<a href="http://law.justia.com/codes/georgia/2010/title-45/chapter-19/article-2/45-19-29/">http://law.justia.com/codes/georgia/2010/title-45/chapter-19/article-2/45-19-29/</a>
	Ga. Code Ann., § 34-5-3	any person employing ten or more employees	Discrimination	No employer having employees subject to any provisions of this chapter shall discriminate between employees on the basis of <b>sex</b> by paying wages to employees at a rate less than the rate at which he pays wages to employees of the opposite <b>sex</b> in such establishment for equal work	<a href="http://law.justia.com/codes/georgia/2010/title-34/chapter-5/34-5-3">http://law.justia.com/codes/georgia/2010/title-34/chapter-5/34-5-3</a>
<b>Hawaii</b>	Haw. Rev.	All employers,	<b>Discrimination</b>	According to 378-1: "Because of sex"	<a href="http://www.capitol.ha">http://www.capitol.ha</a>

	Stat. § 378-2	employment agencies, and labor organizations		<p>shall include because of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other individuals not so affected but similar in their ability or inability to work.</p> <p>It shall be an unlawful discriminatory practice:</p> <p>(1) Because of sex, for any employer to refuse to hire or employ or to bar or discharge from employment, or otherwise to discriminate against any individual in compensation or in the terms, conditions, or privileges of employment; for any employment agency to fail or refuse to refer for employment, or to classify or otherwise to discriminate against, any individual; for any labor organization to exclude or expel from its membership any individual or to discriminate in any way against any of its members, employer, or employees; or for any employer or labor organization to refuse to enter into an apprenticeship agreement, provided that no apprentice shall be younger than sixteen years of age.</p> <p>(2) For any employer, labor organization, or employment agency to discharge, expel, or otherwise discriminate against any individual because the individual has opposed any practice forbidden by this part or has filed a complaint, testified, or assisted in any proceeding respecting the discriminatory practices prohibited under this part.</p>	<a href="http://waii.gov/hrscurrent/vol07_ch0346-0398/HRS0378/HRS_0378-0002.htm">waii.gov/hrscurrent/vol07_ch0346-0398/HRS0378/HRS_0378-0002.htm</a>
	Haw. Code R. § 12-46-107	All employers	<b>Accommodation</b>	<p>(a) an employer shall not exclude from employment a pregnant female applicant because of her pregnancy; (b) It is an unlawful discriminatory practice to discharge a female from employment or to penalize her in terms, conditions, and privileges of employment because she requires time away from work for disability due to and resulting from pregnancy, childbirth, or related medical conditions; (c)</p>	<a href="http://labor.hawaii.gov/hcrc/find-a-law/hawaii-administrative-rules-4/#12-46-107">http://labor.hawaii.gov/hcrc/find-a-law/hawaii-administrative-rules-4/#12-46-107</a>

				employers are required to make every reasonable accommodation to pregnant women with a disability related to pregnancy, childbirth, or related medical conditions.	
	Haw. Code R. § 12-46-108	All employers	<b>Leave</b>	<p>Disability due to and resulting from pregnancy, childbirth, or related medical conditions shall be considered by the employer as justification for leave, with or without pay, by the female employee for a reasonable period time.</p> <p>The employer may request a doctor's certificate estimating the length of leave and the estimated commencement and termination dates of leave required by the employee.</p> <p>A female employee shall be reinstated to her original job or to a position of comparable status and pay, without loss of accumulated service credits and privileges. The employer may request, prior to the employee's return, a medical certificate from the employee's physician attesting to her physical condition and approving her return to work.</p> <p>Employers are not required to grant paid or unpaid child care leave of absence. Any employer providing such leave shall do so without regard to the sex of the employee.</p>	<a href="http://labor.hawaii.gov/hcrc/find-a-law/hawaii-administrative-rules-4/#12-46-108">http://labor.hawaii.gov/hcrc/find-a-law/hawaii-administrative-rules-4/#12-46-108</a>
	Haw. Rev. Stat. § 398-3	All employers	<b>Leave</b>	<p>Family leave shall consist of unpaid, paid, or a combination of paid and unpaid leave for four weeks. If an employer provides paid family leave for fewer than four weeks, the additional period of leave to attain the four-week total may be unpaid. An employee may elect to substitute any accrued paid leaves, including vacation, personal, or family leave.</p> <p>An employer who provides sick leave shall permit an employee to use the employee's accrued and available sick leave for this purpose, provided that an employee shall not use more than ten days per year for this purpose, unless an express provision of a valid collective bargaining agreement authorizes more than ten days for family leave purposes. An employer shall not diminish an</p>	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0398/HRS_0398-0003.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0398/HRS_0398-0003.htm</a>

				employee's accrued and available sick leave below the amount required, provided that any sick leave in excess of the minimum statutory equivalent for temporary disability benefits as determined by the department may be used for these purposes.	
	Haw. Rev. Stat. §§ 392-21, 23	All employers, including the state and its political subdivisions, with at least one employee.	<b>Benefits</b>	<p>Any individual in current employment who suffers disability resulting from pregnancy shall be entitled to receive temporary disability benefits, for no longer than 26 weeks. The computation and distribution of benefit payments shall correspond to the greatest extent feasible, to the employee's wage loss due to the employee's disability. An employee shall not be entitled to temporary disability benefits for periods of disability during which the employee would not have earned wages from employment according to the schedule of operations, and an employee is entitled to benefits only for periods of disability during which, but for the disability, the employee would have earned wages. This policy, however, shall not be applied to terminate the benefits of an employee who is receiving benefits for a disability that commenced while the employee was in current employment, nor shall it be applied to deny benefits if a disability that commenced while the employee was in current employment continues into a period during which the employee would earn wages but for the disability.</p> <p>[as labeled in the statute] "Attorney General Opinions" -- If an individual is employed by department as both a full-time teacher and an A+ employee and the individual becomes disabled for both jobs, department must pay the individual under both the full-time teacher TDI plan and the A+ TDI plan in order to compensate the individual for lost wages from both full-time teacher and A+ employments, because subsection (b) states that "the computation and distribution of benefit payments shall correspond to the greatest extent feasible, to the employee's wage loss due to the employee's disability". Att. Gen. Op. 97-9.</p>	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0392/HRS_0392-0021.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0392/HRS_0392-0021.htm</a>



	Haw Rev. Stat. § 383-7.6	Employees	<b>Unemployment Compensation</b>	<p>An individual shall not be disqualified from regular unemployment benefits for separating from employment if that separation is for a compelling family reason.</p> <p>Compelling family reason means any of the following:</p> <ul style="list-style-type: none"> <li>The individual's minor child prevents the individual from reporting to work;</li> <li>The need of the individual's minor child to obtain treatment to recover from the physical or psychological effects of domestic or sexual violence prevents the individual from reporting to work;</li> <li>The employer's refusal to grant the individual's request for leave to address domestic or sexual violence effects on the individual's minor child.</li> </ul>	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0383/HRS_0383-0007_0006.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0383/HRS_0383-0007_0006.htm</a>

	Haw. Rev. Stat. §§ 378-2	Employers/Employees	<b>Breastfeeding/Discrimination</b>	It shall be an unlawful discriminatory practice for any employer or labor organization to refuse to hire or employ, bar or discharge from employment, withhold pay from, demote, or penalize an employee because the employee breastfeeds or expresses milk at the workplace. Breastfeeds means the feeding of a child directly from the breast. Further, no employer shall prohibit an employee from expressing breastmilk during any meal or other break period required by law to be provided by the employer or required by collective bargaining agreement.	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0378/HRS_0378-0002.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0378/HRS_0378-0002.htm</a>
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	Hawaii Rev Stat § 383-3	Employees	<b>Leave</b>	<p>(a) An employee shall be entitled to a total of four weeks of family leave during any calendar year upon the birth of a child of the employee or the adoption of a child, or to care for the employee's child, spouse or reciprocal beneficiary, or parent with a serious health condition.</p> <p>(b) During each calendar year, the leave may be taken intermittently.</p> <p>(c) Leave shall not be cumulative.</p> <p>(d) If unpaid leave under this chapter conflicts with the unreduced compensation requirement for exempt employees under the federal Fair Labor Standards Act, an employer may require the employee to make up the leave within the same pay period.</p> <p>(e) Nothing in this chapter shall entitle an employee to more than a total of four weeks of leave in any twelve-month period.</p>	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0398/HRS_0398-0003.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0398/HRS_0398-0003.htm</a>
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	Hawaii Rev Stat § 383-4	Employees	Leave	<p>(a) Pursuant to section 398-3, an employee shall be entitled to four weeks of family leave. The family leave shall consist of unpaid leave, paid leave, or a combination of paid and unpaid leave. If an employer provides paid family leave for fewer than four weeks, the additional period of leave added to attain the four-week total may be unpaid.</p> <p>(b) Except as otherwise provided in subsection (c), an employee may elect to substitute any of the employee's accrued paid leaves, including but not limited to vacation, personal, or family leave for any part of the four-week period in subsection (a).</p> <p>(c) An employer who provides sick leave for employees shall permit an employee to use the employee's accrued and available sick leave for purposes of this chapter; provided that an employee shall not use more than ten days per year for this purpose, unless an express provision of a valid collective bargaining agreement authorizes the use of more than ten days of sick leave for family leave purposes. Nothing in this section shall require an employer to diminish an employee's accrued and available sick leave below the amount required pursuant to section 392-41; provided that any sick leave in excess of the minimum statutory equivalent for temporary disability benefits as determined by the department may be used for</p> <p>purposes of this chapter.</p> <p>It is a discriminatory practice to deny, or attempt to deny, the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of a place of public accommodations to a woman because she is breastfeeding a child.</p>	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0398/HRS_0398-0004.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0398/HRS_0398-0004.htm</a>
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	Hawaii Rev. Code. § 489-21		Breastfeeding	Employers are required to provide:	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol11_Ch0476-0490/HRS0489/HRS_0489-0021.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol11_Ch0476-0490/HRS0489/HRS_0489-0021.htm</a>
	Hawaii Rev. Code. § 378-92	Employers with 20 or more employees	Breastfeeding	(1) Reasonable break time for an employee to express milk for the employee's nursing child for one year after the child's birth each time the employee has a need to express breast milk; and  (2) A location, other than the restroom, that is shielded from view and free from intrusion from coworkers and the public that may be used by an employee to express breast milk.	<a href="http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0378/HRS_0378-0002.htm">http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0378/HRS_0378-0002.htm</a>
<b>Idaho</b>	Idaho Code 67-5909	Employer with five or more employees	<b>Discrimination</b>	It shall be a prohibited act to discriminate against a person because of, or on a basis of, sex. This also prohibits employers, employment agencies, and labor organization from failing or refusing to hire, to discharge, or to otherwise discriminate against an individual with respect to compensation or the terms, conditions or privileges of employment. This law has not been statutorily extended to pregnancy discrimination. However, the Idaho Supreme Court did accept this	<a href="https://legislature.idaho.gov/statutesrules/idstat/Title67/T67CH59/SECT67-5909/">https://legislature.idaho.gov/statutesrules/idstat/Title67/T67CH59/SECT67-5909/</a>

	Idaho Admin. Code § 15.04.01.243.	State Employers	Leave	<p>argument in a case without analysis: See <u>Stout v. Key Training Corp.</u>, 158 P.3d 971 (Idaho 2007).</p> <p>State employers must treat pregnancy and child birth as temporary disabilities, including with respect to the use of sick leave</p>	<p><a href="https://adminrules.idaho.gov/rules/current/15/0401.pdf">https://adminrules.idaho.gov/rules/current/15/0401.pdf</a></p>
<b>Illinois</b>	775 Ill. Comp. Stat. 5/2-102  Illinois Human Rights Act	Public employers; private employers employing 15 or more employees	<b>Discrimination and Accommodation</b>	<p>Discrimination: It is unlawful for an employer to refuse to hire, to segregate, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment on the basis of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.</p> <p>Accommodation: public employers must temporarily transfer a pregnant peace officer or fire fighter to a less strenuous or hazardous position, if requested with the advice of her physician, and if the transfer can be reasonably</p>	<p><a href="http://www.ilga.gov/legislation/ilcs/ilcs4.asp?ActID=2266&amp;ChapterID=64&amp;SeqStart=60000&amp;SeqEnd=120000">http://www.ilga.gov/legislation/ilcs/ilcs4.asp?ActID=2266&amp;ChapterID=64&amp;SeqStart=60000&amp;SeqEnd=120000</a></p>

	740 Ill. Comp Stat. 137/10  Right to Breastfeed Act		<b>Breastfeeding</b>	<p>accommodated.</p> <p>A mother may breastfeed her baby in any location, public or private, where the mother is otherwise authorized to be, irrespective of whether the nipple of the mother's breast is uncovered during or incidental to the breastfeeding; however, a mother considering whether to breastfeed her baby in a place of worship shall comport her behavior with the norms appropriate in that place of worship.</p> <p>It is not clear whether this applies to a mother's place of employment.</p>	<a href="http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2615&amp;ChapterID=57">http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2615&amp;ChapterID=57</a>
	Ill. Admin. Code tit. 80 § 303.130	State employers	<b>Leave</b>	<p>All employees who provide proof of their pregnancy or that of their female partner at least 30 days prior to the expected due date will be eligible for 4 weeks (20 work days) of paid maternity/paternity leave. The State shall require proof of the birth. Maternity and/or paternity leave shall be limited to 1 leave per family for each pregnancy. In addition, non-married male employees may be required to provide proof of paternity such as a birth certificate or other appropriate documentation confirming paternity.</p> <p>All employees are eligible for equal paid leave with a new adoption, with the leave to commence when physical custody of the child or children has been granted, provided that the employee can show that the formal adoption process is underway. Adoption leave shall be limited to 1 leave per adoption.</p>	<a href="http://www.ilga.gov/commission/jcar/admincode/080/080003030B01300R.html">http://www.ilga.gov/commission/jcar/admincode/080/080003030B01300R.html</a>
	820 Ill. Comp Stat. 147/15 School Visitation Rights Act	Employers who have at least fifty employees in the state	<b>Leave</b>	<p>An employer must grant an employee leave of up to a total of 8 unpaid hours during any school year, and no more than 4 hours any given day, to attend school conferences or classroom activities related to the employee's child if the activities cannot be scheduled during nonwork hours. However, no leave may be taken by an employee</p>	<a href="http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2409&amp;ChapterID=68">http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2409&amp;ChapterID=68</a>

				<p>unless the employee has exhausted all accrued vacation, personal leave, compensatory leave and any other leave that may be granted to the employee except sick leave and disability leave. Eligible employees must have worked for at least six consecutive months. Before arranging attendance at the conference or activity, the employee shall provide the employer with a written request at least 7 days in advance of the time the employee is required to utilize the visitation right. In emergency situations, no more than 24 hours notice shall be required. The employee must consult with the employer to schedule the leave so as not to disrupt unduly the operations of the employer. For regularly scheduled, nonemergency visitations, schools shall make time available during both regular school hours and evening hours.</p>	
	<p>820 Ill. Comp. Stat. 260/10, 260/15</p> <p>Nursing Mothers in the Workplace Act</p>	Employer	<b>Breastfeeding</b>	<p>An employer shall provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time if to do so would unduly disrupt the employer's operations.</p> <p>An employer must also make reasonable efforts to provide a space for a mother to breastfeed, other than a toilet stall, that is reasonable close to her work space.</p>	<p><a href="http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2429&amp;ChapterID=68">http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=2429&amp;ChapterID=68</a></p>
	<p>Illinois Pregnant Workers Fairness Act</p>	Any person employing one or more employees during the period of unlawful pregnancy-based discrimination suffered by an employee; the	<b>Discrimination and Accommodation</b>	<p>It is unlawful for an employer to refuse to hire, segregate, or act with respect to recruitment, promotion, renewal of employment, selection for training, etc. on the basis of pregnancy, childbirth, or related medical or common conditions. Pregnant workers shall be treated the same for all employment-related purposes.</p> <p>Employer is required to reasonably accommodate</p>	<p><a href="http://www.ilga.gov/legislation/98/HB/PDF/09800HB0008lv.pdf">http://www.ilga.gov/legislation/98/HB/PDF/09800HB0008lv.pdf</a></p>



		State, any party to a public contract, and a joint apprenticeship or training committee, without regard to number of employees; excludes religious entities.		<p>an employee, including part-time, full-time, or probationary period for any medical or common condition related to pregnancy or childbirth, unless employer can demonstrate undue hardship. Employer may require only medical justification, description, date, and probably duration of the accommodation. Accommodations may include more frequent/longer bathroom breaks, periodic rest, private space for expressing breast milk and breastfeeding, assistance with manual labor, light duty, and others.</p> <p>It is unlawful for an employer to require an employee to take leave if another reasonable accommodation can be provided. No employer shall fail or refuse to reinstate an employee affected by pregnancy or childbirth to her original job or an equivalent position.</p>	
<b>Indiana</b>	Ind. Code § 20-28-10-5	Employees: public school teachers	<b>Leave</b>	<p>A teacher who is pregnant may continue in active employment as late into pregnancy as she wishes, if she can fulfill the requirements of her position.</p> <p>A teacher who is pregnant shall be granted a leave of absence any time between the commencement of her pregnancy and one year following the birth of the child, if she notifies the superintendent at least thirty days before the date on which she wishes to start the leave. The teacher shall notify the superintendent of the expected length of leave, including either a physician's statement certifying the teacher's pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. However, in the case of a medical emergency caused by pregnancy, the teacher shall be granted a leave immediately on the teacher's request and the certification of the emergency from an attending physician.</p> <p>All or part of a leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at the teacher's discretion, to the teacher's available sick days. However, the teacher is not entitled to take accumulated sick</p>	<p><a href="http://iga.in.gov/legislative/laws/2016/ic/titles/020/articles/028/chapters/010/">http://iga.in.gov/legislative/laws/2016/ic/titles/020/articles/028/chapters/010/</a></p>

				<p>days when the teacher's physician certifies that the teacher is capable of performing her regular teaching duties. The teacher is entitled to complete the remaining leave without pay. However, the teacher may receive compensation for the pregnancy leave under a collective bargaining agreement or by governing body policy.</p>	
	<p>Ind. Code § 22-2-14-2</p>	<p>Employers employing 25 or more employees</p>	<p><b>Breastfeeding</b></p>	<p>To the extent reasonably possible, an employer shall provide a private location, other than a toilet stall, where an employee can express her breast milk in privacy during any period away from the employee's assigned duties. To the extent reasonably possible, an employer shall provide a refrigerator or other cold storage space for keeping milk that has been expressed or allow the employee to provide her own portable cold storage device for keeping milk that has been expressed until the end of the employee's work day. Except in cases of willful misconduct, gross negligence, or bad faith, an employer is not liable for any harm caused by or arising from expressing breast milk or storage of the milk.</p>	<p><a href="http://iga.in.gov/legislative/laws/2016/ic/titles/022/articles/002/chapters/014/">http://iga.in.gov/legislative/laws/2016/ic/titles/022/articles/002/chapters/014/</a></p>
	<p>Indiana Code § 16-35-6-1</p>		<p><b>Breastfeeding</b></p>	<p>A woman may breastfeed her child anywhere the woman has a right to be. It is unclear whether or not this extends to a woman's place of work (If employer is private entity)</p> <p>(a) The state and political subdivisions of the state shall provide reasonable paid break time each day to an employee who needs to express breast milk</p>	<p><a href="http://iga.in.gov/legislative/laws/2016/ic/titles/016/articles/035/chapters/006/">http://iga.in.gov/legislative/laws/2016/ic/titles/016/articles/035/chapters/006/</a></p> <p><a href="http://iga.in.gov/legislative/laws/2016/ic/titles/005/articles/010/chapters/006/">http://iga.in.gov/legislative/laws/2016/ic/titles/005/articles/010/chapters/006/</a></p>

	Indiana Code § 5-10-6-2	State and Public employers	Breastfeeding	for the employee's infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. The state and political subdivisions are not required to provide break time under this section if providing break time would unduly disrupt the operations of the state or political subdivisions.(b) The state and political subdivisions of the state shall make reasonable efforts to provide a room or other location, other than a toilet stall, in close proximity to the work area, where an employee described in subsection (a) can express the employee's breast milk in privacy. The state and political subdivisions shall make reasonable efforts to provide a refrigerator or other cold storage space for keeping milk that has been expressed. The state or a political subdivision is not liable if the state or political subdivision makes a reasonable effort to comply with this subsection.	
<b>Iowa</b>	S.F. 308, 85th GA (2013) <i>Pending legislation</i>	All Employers	<b>Accommodation</b>	An employer shall provide reasonable accommodations to an employee based on medical conditions related to the employee's pregnancy or childbirth, if the employee so requests with the advice of the employee's health care provider. Reasonable accommodations means actions which would permit an employee with a medical condition relating to the employee's pregnancy or childbirth to perform in a reasonable manner the activities involved in the employee's specific occupation and include but are not limited to the provision of an accessible worksite, acquisition or modification of equipment, job restructuring, and a modified work schedule. Reasonable accommodations does not mean any action that would impose an undue hardship on the business of the employer from whom the action is requested.	<a href="https://www.legis.iowa.gov/legislation/billTracking/billHistory?enhanced=true&amp;ga=85&amp;billName=SF308">https://www.legis.iowa.gov/legislation/billTracking/billHistory?enhanced=true&amp;ga=85&amp;billName=SF308</a>
	Iowa Code § 216.6	All employers who regularly employ more than	<b>Discrimination, Leave, and Insurance</b>	<b>Discrimination:</b> A written or unwritten employment policy or practice which excludes from employment applicants or employees	<a href="https://www.legis.iowa.gov/docs/code/201">https://www.legis.iowa.gov/docs/code/201</a>

		four individuals.		<p>because of the employee's pregnancy is prima facie discrimination. An employer shall not terminate the employment of a person disabled by pregnancy because of the employee's pregnancy.</p> <p><b>Leave and Insurance:</b> Disabilities caused or contributed to by the employee's pregnancy, miscarriage, childbirth, and recovery there from are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. Written and unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority, and other benefits and privileges, reinstatement, and payment under any health or temporary disability insurance or sick leave plan shall be applied to a disability due to the employee's pregnancy or giving birth, on the same terms and conditions as other temporary disabilities. Where a leave is not available or a sufficient leave is not available under any health or temporary disability insurance or sick leave plan, the employer of the pregnant employee shall not refuse to grant to the employee who is disabled by the pregnancy a leave of absence if the leave is for the period that the employee is disabled, or for eight weeks, whichever is less. However, the employee must provide timely notice of the period of leave requested and the employer must approve any change requested. Before granting the leave, the employer may require that the employee's disability be verified by medical certification stating that the employee is not able to reasonably perform the duties of employment.</p>	7/216.6.pdf
	Iowa Code §96.5		<b>Unemployment Compensation</b>	<p>An individual shall not be disqualified from unemployment compensation if: the department finds that the individual left employment for the necessary and sole purpose of taking care of a member of the individual's immediate family who was then injured or ill, and if after the member of</p>	<a href="https://www.legis.iowa.gov/docs/code/2017/96.5.pdf">https://www.legis.iowa.gov/docs/code/2017/96.5.pdf</a>

				the family has sufficiently recovered, the individual immediately returned to the individual's employer, provided that during such period the individual did not accept any other employment; or the individual left her employment because of pregnancy upon the advice of a licensed and practicing physician, and upon knowledge of the necessity for absence immediately notified the employer, or the employer consented to the absence, and after recovering from the pregnancy, the individual returned to the employer and offered to perform services and the individual's regular work or comparable suitable work was not available.	
	Iowa Code § 135.30A		<b>Breastfeeding</b>	A woman may breast-feed her own child in any public place where her presence is otherwise authorized. It is unclear whether this authorization extends to a woman's place of employment.	<a href="https://www.legis.iowa.gov/docs/code/2017/135.30A.pdf">https://www.legis.iowa.gov/docs/code/2017/135.30A.pdf</a>
<b>Kansas</b>	Kan. Stat. § 65-1,248		<b>Breastfeeding</b>	A mother may breastfeed in any place she has a right to be. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://kslegislature.org/li/b2017_18/statute/065_000_0000_chapter/065_001_0000_article/065_001_0248_section/065_001_0248_k/">http://kslegislature.org/li/b2017_18/statute/065_000_0000_chapter/065_001_0000_article/065_001_0248_section/065_001_0248_k/</a>
	Kan. Stat. Ann. § 44-1009; Kan. Admin. Regs. § 21-32-6.	All employers with four or more employees	<b>Discrimination</b>	It is unlawful for an employer to discriminate based on sex. A written or unwritten employment policy or practice which excludes from employment applicants or employees because of pregnancy is prima facie discrimination.	<a href="http://kslegislature.org/li/2012/b2011_12/statute/044_000_0000_chapter/044_010_0000_article/044_010_0009_section/044_010_0009_k/">http://kslegislature.org/li/2012/b2011_12/statute/044_000_0000_chapter/044_010_0000_article/044_010_0009_section/044_010_0009_k/</a>
	Kan. Admin. Regs. § 21-32-6		<b>Leave</b>	Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, are for all job related purposes, temporary disabilities and should be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. Employers must	<a href="http://www.sos.ks.gov/pubs/kar/2009/1%2021_21-Human%20Rights%20Commission,%202009%20KAR%20Vol%201.pdf">http://www.sos.ks.gov/pubs/kar/2009/1%2021_21-Human%20Rights%20Commission,%202009%20KAR%20Vol%201.pdf</a>

				accept childbearing as a justification for taking an unpaid leave of absence for a reasonable period of time. Upon returning from such leave, employees must be reinstated to their original jobs or to positions of like status and pay without loss of service credits, seniority or other benefits	
<b>Kentucky</b>	Ky. Rev. Stat §§ 344.030, 040	Public and private employers, employment agencies, labor organizations	<b>Discrimination</b>	It is an unlawful practice for an employer to fail or refuse to hire, or to discharge any individual, or otherwise to discriminate with respect to compensation, terms, conditions, or privileges of employment, because of the individual's sex; or to limit, segregate, or classify employees in any way which would deprive or tend to deprive an individual of employment opportunities or otherwise adversely affect status as an employee, because of the individual's sex. The terms "because of sex" or "on the basis of sex" include because of or on the basis of pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work, and nothing in this section shall be interpreted to permit otherwise.	<a href="http://lrc.ky.gov/KRS/344-00/040.PDF">http://lrc.ky.gov/KRS/344-00/040.PDF</a>
	Kentucky House Bill 218, called the Pregnant Workers Fairness Act (PROPOSED)		<b>Accommodations</b>	Reasonable accommodation" means: Making existing facilities used by employees readily accessible to and usable by individuals with disabilities, job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities; <u>or</u> <b><i>(b) For employees affected by</i></b> pregnancy, childbirth, or related medical conditions, more frequent or longer breaks, time off to recover from	

				<p>childbirth, acquisition or modification of equipment, appropriate seating, temporary transfer to a less strenuous or less hazardous position, job restructuring, light duty, modified work schedule, and private space that is not a bathroom for expressing breast milk.</p> <p>The terms "because of sex" or "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.</p> <p>Related medical condition" includes but is not limited to lactation or the need to express breast milk for a nursing child and has the same meaning as in the Pregnancy Discrimination Act, 42 U.S.C. sec. 2000e(k), and shall be construed as that term has been construed under that Act.</p> <p>It is an unlawful practice for an employer: To fail to make reasonable accommodations for any employee with limitations related to pregnancy, childbirth, or a related medical condition who requests an accommodation, including but not limited to the need to express breast milk, unless the employer can demonstrate the accommodation would impose an undue hardship on the employer's program, enterprise, or business.</p>	
	Ky. Rev. Stat § 337.015	All employers	<b>Leave</b>	Upon receiving written request by an employee, every employer shall grant reasonable personal leave not to exceed six weeks for the reception of an adoptive child under the age of seven.	<a href="http://www.lrc.ky.gov/krs/337-00/015.PDF">http://www.lrc.ky.gov/krs/337-00/015.PDF</a>
	101 Ky. Admin. Regs. 3:015	State Employers	<b>Leave</b>	An appointing authority shall grant sick leave with pay if an employee is required to care for or transport a member of his immediate family in need of medical attention for a reasonable period of time, the total continuous leave does not	<a href="http://www.lrc.state.ky.us/kar/101/003/015.htm">http://www.lrc.state.ky.us/kar/101/003/015.htm</a>

				exceed one year, and the employee has used or been paid for all accumulated annual, sick, and compensatory leave unless he has requested to retain up to ten days of accumulated sick leave.	
	Ky. Rev. Stat. § 211.755		<b>Breastfeeding</b>	A mother may breast-feed her baby or express breast milk in any location, public or private, where the mother is otherwise authorized to be. Breast-feeding a child or expressing breast milk shall not be considered an act of public indecency and shall not be considered indecent exposure, sexual conduct, lewd touching, or obscenity. A municipality may not enact an ordinance that prohibits or restricts breast-feeding or expressing breast milk in a public or private location where the mother and child are otherwise authorized to be or consider breast-feeding indecent exposure, sexual conduct, lewd touching, or obscenity. No person shall interfere with a mother breast-feeding her child where she is otherwise authorized to be.	<a href="http://lrc.ky.gov/KRS/211-00/755.PDF">http://lrc.ky.gov/KRS/211-00/755.PDF</a>
<b>Louisiana</b>	La. Rev. Stat. § 23:342	All employers with more than 25 employees.	<b>Discrimination and Accommodation</b>	Discrimination: It shall be an unlawful employment practice unless based upon a bona fide occupational qualification for any employer, because of the pregnancy, childbirth, or related medical condition of any female employee, to refuse to promote her, or to refuse to select her for a training program leading to promotion, provided she is able to complete the training program at least three months prior to the anticipated date of departure for her pregnancy leave, or to discharge her from employment or from a training program leading to promotion, or to discriminate against her in compensation or in terms, conditions, or privileges of employment. It shall be an unlawful employment practice to refuse to allow her either to receive the same benefits or privileges of employment granted to other persons not so affected who are similar in their ability or inability to work, including to take disability or sick leave or any other accrued leave made available to temporarily disabled employees, or to take a leave on account of	<a href="http://legis.state.la.us/lss/lss.asp?doc=83884&amp;showback=">http://legis.state.la.us/lss/lss.asp?doc=83884&amp;showback=</a>



				<p>pregnancy for a reasonable period of time, provided such period shall not exceed four months. Such employee shall be entitled to utilize any accrued vacation leave during this period of time. Reasonable period of time means that period during which the female employee is disabled on account of pregnancy, childbirth, or related medical conditions. An employer may require any employee who plans to take a leave to give reasonable notice of the date leave shall commence and the estimated duration.</p> <p>Accommodation: It shall be an unlawful employment practice, unless based upon a bona fide occupational qualification, for an employer who has a policy, practice, or collective bargaining agreement requiring or authorizing the transfer of temporarily disabled employees to less strenuous or hazardous positions for the duration of the disability to refuse to transfer a pregnant female employee who so requests.</p> <p>It shall also be an unlawful employment practice for any employer to refuse to temporarily transfer a pregnant female employee to a less strenuous or hazardous position for the duration of her pregnancy if she so requests, with the advice of her physician, where transfer can be reasonably accommodated, provided that no employer shall be required to create additional employment which would not otherwise be created, nor shall such employer be required to discharge any employee, transfer any employee with more seniority, or promote any employee who is not qualified to perform the job.</p>	
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	La. Rev. Stat. § 23:341	An employer who employs more than twenty employees within this state for each working day in each of twenty or more calendar weeks in the current or preceding calendar year.	<b>Leave and Insurance</b>	<p>Leave: Pregnancy, childbirth, and related medical conditions are treated as any other temporary disability. However, no employer shall be required to provide a female employee disability leave on account of normal pregnancy, childbirth, or related medical condition for a period exceeding six weeks.</p> <p>Insurance: An employer is not required to provide his employees with health insurance coverage for the medical costs of pregnancy, childbirth, or related medical conditions. The inclusion in coverage of any medical costs of pregnancy, childbirth, or related medical conditions shall not be construed to require the inclusion of any others, nor shall coverage of any related medical conditions be required.</p>	<a href="http://legis.state.la.us/lss/lss.asp?doc=83883">http://legis.state.la.us/lss/lss.asp?doc=83883</a>
	La. Rev. Stat. § 51:2247.1		<b>Breastfeeding</b>	A mother may breastfeed her baby in any place of public accommodation, resort, or amusement. It is unclear whether this authorization extends to a woman's place of public employment.	<a href="http://www.legis.state.la.us/lss/lss.asp?doc=104292">http://www.legis.state.la.us/lss/lss.asp?doc=104292</a>
<b>Maine</b>	Me. Rev. Stat. tit.5, § 4572	All employers, employment agencies, and labor organizations	<b>Discrimination</b>	<p>Sex includes pregnancy and medical conditions which result from pregnancy. It shall be unlawful employment discrimination, except where based on a bona fide occupational qualification, for an employer, employment agency, or labor organization to treat a pregnant woman who is able to work in a different manner from other persons who are able to work.</p> <p>It shall also be unlawful employment discrimination for an employer, employment agency, or labor organization to treat a pregnant woman who is not able to work because of a disability or illness resulting from pregnancy, or from medical conditions which result from pregnancy, in a different manner from other employees who are not able to work because of other disabilities or illnesses.</p> <p>An employer, employment agency or labor organization is not required to provide sick leave, a leave of absence, medical benefits or other benefits to a woman because of pregnancy or</p>	<a href="http://www.mainelegislature.org/legis/statutes/5/title5sec4572-a.html">http://www.mainelegislature.org/legis/statutes/5/title5sec4572-a.html</a>

				other medical conditions that result from pregnancy, if it does not also provide these benefits for other employees and is not otherwise required to provide those leaves or benefits under other state or federal laws.	
	Me. Rev. Stat. tit. 26, § 844	An employer with 15 or more workers at one location, Any state agency, or Any city, town or municipal agency that has 25 or more workers	<b>Leave</b>	<p>Every employee who has been employed by the same employer for 12 consecutive months is entitled to up to 10 paid or unpaid work weeks of family medical leave in any 2 years. The employee must give at least 30 days' notice of the intended date upon which leave will commence and terminate, unless prevented by medical emergency. The employer may require certification from a physician to verify the amount of leave requested, except that an employee who in good faith relies on treatment by prayer or spiritual means, in accordance with the tenets and practice of a recognized church or religious denomination, may submit certification from an accredited practitioner of those healing methods. The employer and employee may negotiate for more or less leave, but both parties must agree.</p> <p>If an employer provides paid family medical leave for fewer than 10 weeks, the additional weeks may be unpaid.</p> <p>Intermittent or reduced leave schedule family medical leave may be taken when medically necessary. This may not result in a reduction in the total amount of leave to which the employee is entitled beyond the amount of leave actually taken.</p> <p>If an employee requests intermittent leave, or leave on a reduced leave schedule, for a reason that is foreseeable based on planned medical treatment, the employer may require such employee to transfer temporarily to an available alternative position offered by the employer for which the employee is qualified and has equivalent pay and benefits, and better accommodates recurring periods of leave than the regular employment position.</p>	<a href="http://www.mainelegislature.org/legis/statutes/26/title26sec844.html">http://www.mainelegislature.org/legis/statutes/26/title26sec844.html</a>
	Me. Rev.	Public or private	<b>Leave</b>	Paid leave means time away from work by an	<a href="http://www.mainelegislature.org/legis/statutes/26/title26sec844.html">http://www.mainelegislature.org/legis/statutes/26/title26sec844.html</a>

	Stat. tit. 26, § 636	employer with 25 or more employees		employee for which the employee receives compensation, and is limited to sick time, vacation, compensatory time and leave that is provided as an aggregate amount for use at the discretion of the employee for any of these same purposes. Paid leave does not include paid short-term or long-term disability, catastrophic leave or similar types of benefits. If an employer, under the terms of a collective bargaining agreement or employment policy, provides paid leave, then the employer shall allow an employee to use the paid leave for the care of an immediate family member who is ill. Immediate family member includes an employee's child.	slature.org/legis/statutes/26/title26sec636.html
	Me. Rev. Stat. tit. 26, § 1193		<b>Unemployment Compensation</b>	A claimant may not be disqualified for unemployment compensation if the leaving was caused by the illness or disability of claimant or an immediate family member and the claimant took all reasonable precautions to protect the claimant's employment status by promptly notifying the employer of the need for time off, a change or reduction in hours or a shift change, and being advised by the employer that the change cannot or will not be accommodated. Immediate family member includes an employee's child.	http://www.mainelegislature.org/legis/statutes/26/title26sec1193.html
	Me. Rev. Stat. tit. 26, § 604		<b>Breastfeeding</b>	All employers, employment agencies, and labor organizations shall provide adequate unpaid break time or permit an employee to use paid break time or meal time each day to express breast milk for her nursing child for up to 3 years following childbirth. The employer shall make reasonable efforts to provide a clean room or other location, other than a bathroom, where an employee may express breast milk in privacy. An employer may not discriminate in any way against an employee who chooses to express breast milk in the workplace.	http://www.mainelegislature.org/legis/statutes/26/title26sec604.html
<b>Maryland</b>	Md. Code, State Gov't	Employers with fifteen or more	<b>Discrimination</b>	An employer, employment agency, or labor organization may not fail or refuse to hire,	http://law.justia.com/codes/maryland/2010/

	§ 20-606	employees employed for twenty or more weeks during the year		<p>discharge, or otherwise discriminate against any individual with respect to the individual's compensation, terms, conditions, or privileges of employment because of the individual's sex, or limit, segregate, or classify its employees or applicants for employment in any way that would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect the individual's status as an employee because of the individual's sex.</p> <p>A labor organization may not exclude or expel from its membership, or otherwise discriminate against, any individual because of the individual's sex.</p> <p>An employer, labor organization, or joint labor-management committee controlling apprenticeship or other training or retraining programs, including on-the-job training programs, may not discriminate against any individual in admission to, or employment in, any program established to provide apprenticeship or other training or retraining because of the individual's sex.</p> <p>The Maryland District court has held that this Act applies to pregnancy discrimination. <u>See Ferdinand-Davenport v. Children's Guild</u>, 742 F. Supp. 2d 772 (D. Md. 2010).</p>	state-government/title-20/subtitle-6/20-606; <a href="http://www.mdd.uscourts.gov/Opinions/Opinions/Ferdinand-Davenport05oct10.pdf">http://www.mdd.uscourts.gov/Opinions/Opinions/Ferdinand-Davenport05oct10.pdf</a>
	Md. Code, State Gov't § 20-609	All employers who employ at least 15 employees for each working day for the duration of 20 or more calendar weeks per year.	<b>Accommodation.</b>	The law requires employers to reasonably accommodate disabilities suffered by their employees in connection with pregnancy. Employers may demand that their employees provide a certification from a health care provider concerning the need for the accommodation to the same extent such certification would be required in cases of other temporary disabilities. Employers need not provide the accommodation if doing so would cause them to suffer undue hardship.	<a href="http://mgaleg.maryland.gov/webmga/frmStatutesText.aspx?article=gsg&amp;section=20-609&amp;ext=html&amp;session=2015RS&amp;tab=subject5">http://mgaleg.maryland.gov/webmga/frmStatutesText.aspx?article=gsg&amp;section=20-609&amp;ext=html&amp;session=2015RS&amp;tab=subject5</a>
	Md. Code. Ann., Lab. & Empl. 3-	All Employers 56	<b>Leave</b>	If an employer provides leave with pay to an employee following the birth of the employee's child, the employer shall provide the same leave	<a href="http://law.justia.com/codes/maryland/2005/gle/3-802.html">http://law.justia.com/codes/maryland/2005/gle/3-802.html</a>

	802			with pay to an employee when a child is placed with the employee for adoption.	
	Md. Code, Lab. & Empl. § 8-1001		<b>Unemployment Compensation</b>	The Secretary may find good cause for voluntarily if it is directly attributable to the individual's minor child being a victim of domestic violence and the individual reasonably believes that his or her continued employment would jeopardize the safety of the minor child. The individual must provide one of the following types of documentation to the Secretary substantiating domestic violence: an active or a recently issued temporary protective order, a protective order, or any other court order documenting the domestic violence; or a police record documenting recent domestic violence. The individual is then eligible for unemployment benefits.	Link did not work.  <a href="http://law.justia.com/codes/maryland/2013/article-gle/section-8-1001">http://law.justia.com/codes/maryland/2013/article-gle/section-8-1001</a>
	Md. Code, Health-Gen. § 20-801		<b>Breastfeeding</b>	A mother may breast-feed her child in any public or private location in which the mother and child are authorized to be. A person may not restrict or limit the right of a mother to breast-feed her child. It is unclear whether this authorization extends to a woman's place of public employment.	<a href="http://mgaleg.maryland.gov/2013RS/Statute/Web/ghg/20-801.pdf">http://mgaleg.maryland.gov/2013RS/Statute/Web/ghg/20-801.pdf</a>
<b>Massachusetts</b>	Mass. Gen. Laws c. 151B, § 4	All employers	<b>Discrimination</b>	It shall be an unlawful practice for an employer, by himself or his agent, because of the sex of any individual, to refuse to hire or employ or to bar or to discharge from employment such individual or to discriminate against such individual in compensation or in terms, conditions or privileges of employment, unless based upon a bona fide occupational qualification. It shall be an unlawful practice for a labor organization, because of the sex of any individual, to exclude from full membership rights or to expel from its membership such individual or to discriminate in any way against any of its members or against any employer or employee unless based upon a bona fide occupational qualification.	<a href="https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151b/Section4">https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151b/Section4</a> ; <a href="http://masscases.com/cases/sjc/375/375mass160.html">http://masscases.com/cases/sjc/375/375mass160.html</a>

				Though pregnancy is not mentioned in the statute, the Massachusetts Supreme Court has held that exclusion of pregnancy-related disabilities constitutes sex discrimination. <u>See Massachusetts Elec. Co. v. Massachusetts Comm'n Against Discrimination</u> , 375 Mass. 160, 168, 375 N.E.2d 1192, 1198 (1978).	
	Mass. Gen. Law c. 149, §105D	All employers with six or more employees.	<b>Leave and Benefits</b>	<p>Leave: Employees that have completed an initial probationary period or have been employed full-time for 3 consecutive months are allowed up to 8 weeks unpaid leave for giving birth, adopting a child under the age of 18, or adopting a child under the age of 23, if the child is mentally or physically disabled. The Act provides maternity leave to female employees only. The employee must give at least two weeks notice of her anticipated date of departure and intention to return. An employer cannot refuse to grant leave on the grounds that doing so would constitute a hardship. If maternity leave is unpaid, the employee must be permitted to use, concurrently with the maternity leave, accrued paid sick, vacation or personal time, but the employer may not force the employee to do so.</p> <p>Benefits: Leave is not required to be paid nor does maternity leave need to include in the computation of benefits any rights and advantages incident to employment. The employer does not have to pay for the costs of any benefits, plans, or programs during the maternity leave.</p> <p>The employer shall not be required to restore an employee on parental leave to the previous or a similar position if other employees of equal length of service credit and status in the same or similar positions have been laid off due to economic conditions or other changes in operating conditions affecting employment during the employee's parental leave; provided, however, that the employee on parental leave shall retain any preferential consideration for another position to which the employee may be entitled as of the</p>	<a href="http://www.malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter149/Section105d">http://www.malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter149/Section105d</a>

				date of the leave.	
	Mass. Gen. Laws c. 111, § 221		<b>Breastfeeding</b>	A mother may breastfeed her child in any public place or establishment or place which is open to and accepts or solicits the patronage of the general public and where the mother and her child may otherwise lawfully be present. The act of a mother breastfeeding her child, and any exposure of a breast incidental thereto that is solely for the purpose of nursing such child, shall not be considered lewd, indecent, immoral, or unlawful conduct. No person or entity shall, with the intent to violate a mother's right, restrict, harass or penalize a mother who is breastfeeding her child. A place of religious instruction or worship shall not be subject. It is unclear whether this authorization extends to a woman's place of public employment.	<a href="https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXVI/Chapter111/Section221">https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXVI/Chapter111/Section221</a>
<b>Michigan</b>	Mich. Comp. Laws § 37.2202	Public and private employers, employment agencies, labor organizations	<b>Discrimination</b>	Sex includes pregnancy, childbirth, or a medical condition related to pregnancy or childbirth that does not include nontherapeutic abortion not intended to save the life of the mother. An employer shall not fail or refuse to hire or recruit, discharge, or otherwise discriminate against an individual with respect to employment, compensation, or a term, condition, or privilege of employment, because of sex; limit, segregate, or classify an employee or applicant for employment in a way that deprives or tends to deprive the employee or applicant of an employment opportunity, with respect to a term, condition, or privilege of employment, including, but not limited to, a benefit plan or system, or otherwise adversely affects the status of an employee or applicant because of sex; or treat an individual affected by pregnancy, childbirth, or a related medical condition differently for any employment-related purpose from another individual who is not so affected but similar in ability or inability to work, <i>without regard</i> to the source of any condition affecting the other individual's ability or inability to	<a href="http://www.legislature.mi.gov/(S(krwxpn45tdetgn555xkrpoag))/mileg.aspx?page=getObject&amp;objectname=mc1-37-2202">http://www.legislature.mi.gov/(S(krwxpn45tdetgn555xkrpoag))/mileg.aspx?page=getObject&amp;objectname=mc1-37-2202</a>



<b>Minnesota</b>	Minn Stat. §181.9414	Public and private employers, employment agencies, labor organizations	<b>Accommodation</b>	work.  An employer must provide reasonable accommodations to an employee for health conditions related to pregnancy or childbirth if she so requests, with the advice of her licensed health care provider or certified doula, unless the employer demonstrates that the accommodation would impose an undue hardship on the operation of the employer's business. A pregnant employee shall not be required to obtain the advice of her licensed health care provider or certified doula, nor may an employer claim undue hardship for the following accommodations: (1) more frequent restroom, food, and water breaks; (2) seating; and (3) limits on lifting over 20 pounds. The employee and employer shall engage in an interactive process with respect to an employee's request for a reasonable accommodation. "Reasonable accommodation" may include, but is not limited to, temporary transfer to a less strenuous or hazardous position, seating, frequent restroom breaks, and limits to heavy lifting. Notwithstanding any other provision of this section, an employer shall not be required to create a new or additional position in order to accommodate an employee pursuant to this section, and shall not be required to discharge any employee, transfer any other employee with greater seniority, or promote any employee.	<a href="https://www.revisor.mn.gov/statutes/?id=181.9414">https://www.revisor.mn.gov/statutes/?id=181.9414</a>
	Minn. Stat. § 363A.08	Public and private employers, employment	<b>Discrimination</b>	Except when based on a bona fide occupational qualification, it is an unfair employment practice for an employer, agencies, labor organizations an employment agency, or a labor organization, with respect to all employment related purposes, including receipt of benefits under fringe benefit programs, not to treat women affected by pregnancy, childbirth, or disabilities related to pregnancy or childbirth, the same as other persons who are not so affected but who are similar in their ability or inability to work, including a duty to make reasonable accommodations.	<a href="https://www.revisor.mn.gov/statutes/?id=363A.08">https://www.revisor.mn.gov/statutes/?id=363A.08</a>

				Reasonable accommodation means steps which must be taken to accommodate the known physical or mental limitations of a qualified disabled person. Reasonable accommodation may include, but does not necessarily require, making facilities readily accessible to and usable by disabled persons; and job restructuring, modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, and the provision of aides on a temporary or periodic basis.	
	Minn. Stat. § 181.941	Employers with 21 to 49 workers at any one site;	<b>Leave</b>	<p>Updated in 2016.</p> <p>An employer must grant an unpaid leave of absence to an employee for twelve weeks who is: a biological or adoptive parent in conjunction with the birth or adoption of a child; or a female employee for prenatal care, or incapacity due to pregnancy, childbirth, or related health conditions. The length of the leave shall be determined by the employee, but must not exceed 12 weeks, unless agreed to by the employer.</p> <p>The leave shall begin at a time requested by the employee. The employer may adopt reasonable policies governing the timing of requests for unpaid leave and may require an employee who plans to take a leave under this section to give the employer reasonable notice of the date the leave shall commence and the estimated duration of the leave. The leave must begin within 12 months of the birth or adoption; except that, in the case where the child must remain in the hospital longer than the mother, the leave must begin within 12 months after the child leaves the hospital. An employer shall not retaliate against an employee for requesting or obtaining a leave of absence as provided by this section. The employer must continue to make coverage available to the employee while on leave of absence under any group insurance policy, group subscriber contract, or health care plan for the employee and any dependents. Nothing in this section requires the employer to pay the costs of the insurance or</p>	<a href="https://www.revisor.mn.gov/statutes/?id=181.941">https://www.revisor.mn.gov/statutes/?id=181.941</a>

				health care while the employee is on leave of absence	
	Minn. Stat. § 181.9413		<b>Leave</b>	An employee may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's child for such reasonable periods as the employee's attendance with the child may be necessary, on the same terms the employee is able to use sick leave benefits for the employee's own illness or injury. This applies only to personal sick leave benefits payable to the employee from the employer's general assets. Personal sick leave benefits do not include short-term or long-term disability or other salary continuation benefits.	<a href="https://www.revisor.mn.gov/statutes/?id=181.9413">https://www.revisor.mn.gov/statutes/?id=181.9413</a>
	Minn. Stat. § 181.939	A person or entity that employs one or more employees and includes the state and its political subdivisions	<b>Breastfeeding</b>	An employer must provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time if to do so would unduly disrupt the operations of the employer. The employer must make reasonable efforts to provide a room or other location close to the work area, other than a toilet stall, where the employee can express her milk in privacy. The employer would be held harmless if reasonable effort has been made.	<a href="https://www.revisor.mn.gov/statutes/?id=181.939">https://www.revisor.mn.gov/statutes/?id=181.939</a>
<b>Mississippi</b>	MS State Policy and Procedure Manual Sec. 7.22.8	State employers/employees	<b>Discrimination and Leave</b>	Discrimination: Mississippi incorporates the Pregnancy Discrimination Act, and includes that the appointing authority shall not terminate the employment of any employee in the state service because of pregnancy or requires that such employee take a mandatory leave. Leave: When certified in advance by a medical doctor, pregnant women shall be allowed to use major medical leave for regularly scheduled prenatal care by a medical doctor without the requirement that personal leave be used for the first eight hours of each absence for such care. This manual is for the MISS State Personnel	<a href="http://www.spbrez.ms.gov/SPB%20Documents/SPB/Policy%20Proc/PPM%207%20-%20Employee%20Relations.pdf">http://www.spbrez.ms.gov/SPB%20Documents/SPB/Policy%20Proc/PPM%207%20-%20Employee%20Relations.pdf</a>

				Board and appears to only apply to state employees.	
	27-110 Miss. Code R. § 3.2.	State employers	<b>Accomodations</b>	As with discrimination generally, there is no law governing private employers. State employers, though, must treat women disabled by pregnancy the same as other persons not so affected but similar in their ability or inability to work for all employment-related purposes, including receipt of benefits under fringe benefit programs.	<a href="https://www.dol.gov/wb/state_protection_summary_508_txt.htm">https://www.dol.gov/wb/state_protection_summary_508_txt.htm</a>
	Miss. Code § 43-20-31	Child care facilities	<b>Breastfeeding</b>	Licensed child care facilities shall be required to provide breast-feeding mothers, including employees, a sanitary place that is not a toilet stall to breast-feed their children or express milk. This area shall provide an electrical outlet, comfortable chair, and nearby access to running water. A refrigerator will be made available for storage of expressed breast milk in ensuring that breast milk is properly treated to avoid waste. Staff shall be trained in the safe and proper storage and handling of human milk. Breast-feeding promotion information will be displayed in order to positively promote breast-feeding to the clients of the facility.	<a href="http://www.mscode.com/free/statutes/43/019/0031.htm">http://www.mscode.com/free/statutes/43/019/0031.htm</a>
	Miss. Code § 71-1-55	All employers	<b>Breastfeeding</b>	No employer shall prohibit an employee from expressing breast milk during any meal period or other break period provided by the employer.	<a href="https://law.resource.org/pub/us/code/ms/ms.xml.2010/2010/title-71/1/71-1-55/index.html">https://law.resource.org/pub/us/code/ms/ms.xml.2010/2010/title-71/1/71-1-55/index.html</a>
	Miss Code Ann. § 17-25-9	All employers	<b>Breastfeeding</b>	A mother may breast-feed her child in any location, public or private, where the mother is otherwise authorized to be, without respect to whether the mother's breast or any part of it is covered during or incidental to the breast-feeding.	<a href="http://codes.findlaw.com/ms/title-17-local-government-provisions-common-to-counties-and-municipalities/ms-code-sect-17-25-9.html">http://codes.findlaw.com/ms/title-17-local-government-provisions-common-to-counties-and-municipalities/ms-code-sect-17-25-9.html</a>
<b>Missouri</b>	Mo. Rev. Stat. § 213.055; 8	The state, its political subdivisions, and any person employing six	<b>Discrimination, Insurance, Leave</b>	Discrimination: A written or unwritten employment policy or practice which excludes from employment applicants or employees because of	<a href="http://www.moga.mo.gov/mostatutes/statht">http://www.moga.mo.gov/mostatutes/statht</a>

	CSR 60-3.040	or more persons.		<p>pregnancy is <i>prima facie</i> discrimination. Where the termination of a temporarily disabled employee is caused by an employment policy under which insufficient or no leave is available, this termination is discriminatory if it has a disparate impact on employees of one sex and is not justified by a business necessity.</p> <p>Insurance and Leave: Disabilities caused or contributed to by pregnancy, miscarriage, legal abortion, childbirth and recovery are, for all job-related purposes, temporary disabilities and should be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. Written or unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement and payment under any health or temporary disability insurance or sick leave, plan, formal or informal, shall be applied to disability due to pregnancy or childbirth on the same terms and conditions.</p>	<p><a href="http://www.sos.mo.gov/cmsimages/adrules/csr/current/8csr/8c60-3.pdf">ml/21300000551.HT ML</a></p> <p><a href="http://www.sos.mo.gov/cmsimages/adrules/csr/current/8csr/8c60-3.pdf">http://www.sos.mo.gov/cmsimages/adrules/csr/current/8csr/8c60-3.pdf</a></p>
	Mo. Rev. Stat. 105.271	State Employers	<b>Leave</b>	<p>An adoptive parent who is employed by the state of Missouri, its departments, agencies, or political subdivisions, may use his or her accrued sick leave, annual leave, or the same leave without pay granted to biological parents to take time off for purposes of arranging for the adopted child's placement or caring for the child after placement. The employer shall not penalize an employee for requesting or obtaining time off according to this section.</p>	<p><a href="http://www.moga.mo.gov/mostatutes/stathtml/10500002711.html">http://www.moga.mo.gov/mostatutes/stathtml/10500002711.html</a></p>
	Mo. Rev. Stat. § 288.050		<b>Unemployment Compensation</b>	<p>If the claimant of unemployment benefits presents evidence supported by competent medical proof that she was forced to leave her work because of pregnancy, notified her employer of such necessity as soon as practical under the circumstances, and returned to that employer as soon as she was physically able to return to work, as certified by a licensed and practicing physician,</p>	<p><a href="http://www.moga.mo.gov/mostatutes/stathtml/28800000501.HT ML">http://www.moga.mo.gov/mostatutes/stathtml/28800000501.HT ML</a></p>

				but in no event later than ninety days after the termination of the pregnancy. An employee shall have been employed for at least one year with the same employer before she may be provided benefits.	
	Mo. Rev. Stat. § 191.918		<b>Breastfeeding</b>	A mother may, with as much discretion as possible, breast-feed her child in any public or private location where the mother is otherwise authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://www.moga.mo.gov/mostatutes/stathtml/19100009181.html">http://www.moga.mo.gov/mostatutes/stathtml/19100009181.html</a>
<b>Montana</b>	Mont. Code Ann. § 49-2-310	Employers (Excludes fraternal, charitable, or religious nonprofit organizations; "employee" excludes independent contractor exceptions )	<b>Discrimination</b>	It is unlawful for an employer or an employer's agent to terminate a woman's employment because of the woman's pregnancy; refuse to grant to the employee a reasonable leave of absence for the pregnancy; deny to the employee who is disabled as a result of pregnancy any compensation to which the employee is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer, provided that the employer may require disability as a result of pregnancy to be verified by medical certification that the employee is not able to perform employment duties; or require that an employee take a mandatory maternity leave for an unreasonable length of time.	<a href="http://leg.mt.gov/bills/mca/title_0490/chapter_0020/part_0030/section_0100/0490-0020-0030-0100.html">http://leg.mt.gov/bills/mca/title_0490/chapter_0020/part_0030/section_0100/0490-0020-0030-0100.html</a>
	Mont. Code Ann. § 49-2-311	Employees	<b>Discrimination</b>	An employee who expresses an intent on returning to their job after a pregnancy-related leave of absence must be reinstated to their original job or an equivalent position with equivalent pay and accumulated seniority, retirement, and other benefits, unless, with a private employer, the employer's circumstances have changed enough to make reinstatement in the required fashion impossible or unreasonable.	<a href="http://leg.mt.gov/bills/mca/title_0490/chapter_0020/part_0030/section_0110/0490-0020-0030-0110.html">http://leg.mt.gov/bills/mca/title_0490/chapter_0020/part_0030/section_0110/0490-0020-0030-0110.html</a>  (updated website)
	Mont. Admin. R.	Employees	<b>Discrimination</b>	Coercive conduct by an employer toward a pregnant employee in order to secure her	<a href="http://www.mtrules.org/gateway/ruleno.asp">http://www.mtrules.org/gateway/ruleno.asp</a>

	24.9.1202			resignation, when the employee's pregnancy constitutes a substantial reason for the conduct, is a violation of Mont.Code Ann § 49-2-310(1)	?RN=24%2E9%2E1202 (Directed here from <a href="http://sos.mt.gov/ARM/">http://sos.mt.gov/ARM/</a> )
	Mont. Code Ann. § 49-2-501	Employees	<b>Discrimination Complaints</b>	If an employee feels they were discriminated against under the Montana Code, they must file a complaint within 180 days after the alleged unlawful discriminatory practice occurred or was discovered.	<a href="http://leg.mt.gov/bills/mca/title_0490/chapter_0020/part_0050/section_0010/0490-0020-0050-0010.html">http://leg.mt.gov/bills/mca/title_0490/chapter_0020/part_0050/section_0010/0490-0020-0050-0010.html</a>
	Montana Human Rights Bureau	Employers and employees	<b>Leave</b>	The state government has adopted rules providing that six weeks is "reasonable" leave after the birth of a child.	<a href="http://erd.dli.mt.gov/human-rights/human-rights-laws/employment-discrimination/pregnant-employees">http://erd.dli.mt.gov/human-rights/human-rights-laws/employment-discrimination/pregnant-employees</a>
	Mont. Code. Ann. § 2-18-606	State employers	<b>Leave</b>	Birth fathers and adoptive parents are entitled to a "reasonable leave of absence," and permit the employee to use sick leave immediately following the birth or adoption of up to 15 days.	<a href="http://leg.mt.gov/BILLS/mca/2/18/2-18-606.htm">http://leg.mt.gov/BILLS/mca/2/18/2-18-606.htm</a>  (updated website)
	Mont. Code Ann. §§ 39-2-(215)-(217)	Public employers	<b>Breastfeeding</b>	Employers must accommodate breastfeeding and must provide daily unpaid break time for a mother to express breast milk for her infant child and facilities for storage of the expressed milk. Employers are also required to make a reasonable effort to provide a private location, other than a toilet stall, in close proximity to the work place for this activity. It is unlawful to discriminate, in the form of compensation, terms or conditions of employment, unless based on a bona fide occupational qualification, against an employee who expresses break milk in the workplace. Employers must provide reasonable unpaid break time to employees so they can express breast milk, unless it would greatly disrupt the employer's operations	<a href="http://leg.mt.gov/bills/mca/39/2/39-2-215.htm">http://leg.mt.gov/bills/mca/39/2/39-2-215.htm</a> <a href="http://leg.mt.gov/bills/mca/39/2/39-2-216.htm">http://leg.mt.gov/bills/mca/39/2/39-2-216.htm</a> <a href="http://leg.mt.gov/bills/mca/39/2/39-2-217.htm">http://leg.mt.gov/bills/mca/39/2/39-2-217.htm</a>
	Mont. Code Ann. § 50-19-501	Nursing mothers	<b>Breastfeeding</b>	A woman has the right to breastfeed in any public or private location where she has the right to be. It does not matter whether the mother's breast is covered. Local governments may not prohibit breastfeeding in public by local ordinance, nor	<a href="http://leg.mt.gov/bills/mca/title_0500/chapter_0190/part_0050/section_0010/0500-0190-0050-0010.html">http://leg.mt.gov/bills/mca/title_0500/chapter_0190/part_0050/section_0010/0500-0190-0050-0010.html</a>

				may breastfeeding be considered indecent exposure, sexual conduct, or obscenity.	
<b>Nebraska</b>	Neb. Rev. Stat. § 48-1111	20 or more employees for at least 20 weeks of the year. Includes State of Nebraska, governmental agencies, and political subdivisions regardless of the number of employees.	<b>Discrimination</b>	Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of employee benefits, as other persons not so affected but similar in their ability or inability to work, and nothing in this section shall be interpreted to provide otherwise.	<a href="http://nebraskalegislature.gov/laws/statutes.php?statute=48-1111">http://nebraskalegislature.gov/laws/statutes.php?statute=48-1111</a>
	Neb. Rev. Stat. § 48-1107.01	20 or more employees for at least 20 weeks of the year. Includes State of Nebraska, governmental agencies, and political subdivisions regardless of the number of employees.	<b>Discrimination</b>	It is unlawful for an employer to discriminate against an individual who is pregnant, who has given birth, or who has a related medical condition in regards to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment.	<a href="http://nebraskalegislature.gov/laws/statutes.php?statute=48-1107.01">http://nebraskalegislature.gov/laws/statutes.php?statute=48-1107.01</a>
	Neb. Rev. Stat. § 48-1107.02	20 or more employees for at least 20 weeks of the year. Includes State of Nebraska, governmental agencies, and political subdivisions regardless of the number of employees.	<b>Discrimination</b>	Discrimination against an employee who is pregnant, has given birth, or who has a related medical condition, consists of limiting, segregating, or classifying a job applicant or employee in a way that adversely affects their opportunities or status because of their pregnancy, childbirth, or related medical condition. Further, participating in a contract, arrangement, or relationship that has the effect of subjecting an employee who is pregnant, has given birth, or who has a related medical condition to discrimination	<a href="http://nebraskalegislature.gov/laws/statutes.php?statute=48-1107.02">http://nebraskalegislature.gov/laws/statutes.php?statute=48-1107.02</a>



				<p>in the employment or application process. This includes a relationship with an employment agency, labor union, an organization providing fringe benefits to an employee of a covered entity, or an organization providing training or apprenticeship programs. Further prohibited acts include: utilizing standards, criteria, or methods of administration that have the effect of discrimination or perpetuate the discrimination; not making 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 can demonstrate that the accommodation would impose undue hardship on the operation of the business; denying employment opportunities to a job applicant or employee who is pregnant, given birth, or has a related medical condition if the denial is based upon the need of the employer to make reasonable accommodations to the physicals limitations of the employee related to their pregnancy, childbirth, or related medical conditions; using qualification standards, employment tests, or other selection criteria that screen out or tend to screen out an individual or class of individuals who are pregnant, have given birth, or have related medical conditions unless the standard, test, or other selection criteria used by the employer is shown to be job-related for the position in question and consistent with business necessity; conducting a medical examination or making inquiries of a job applicant as to whether the applicant is pregnant, has given birth, or has a related medical condition, unless the employer makes preemployment inquires into the applicant's ability to perform job-related functions; requiring an employee to take leave under any leave law or employer policy if another reasonable accommodation can be provided to the known limitation related to the employee's pregnancy, childbirth, or related medical condition; and taking adverse action against en employee in the terms, conditions, or privileges of employment for</p>	
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				requesting or using a reasonable accommodation to the known limitations related to the employee's pregnancy, childbirth, or related medical condition.	
	Neb. Rev. Stat. § 48-1102	20 or more employees for at least 20 weeks of the year. Includes State of Nebraska, governmental agencies, and political subdivisions regardless of the number of employees.	<b>Discrimination</b>	Unlawful employment practice to discriminate based on sex. Because of sex or on the basis of pregnancy, childbirth, or related medical conditions Reasonable accommodations, with respect to pregnancy, childbirth, or related medical conditions, shall include acquiring equipment for sitting, more frequent or longer breaks, periodic rest, assistance with manual labor, job restructuring, light-duty assignments, modified work schedules, temporary transfers to less strenuous or hazardous work, time off to recover from childbirth, or break time and appropriate facilities for breast-feeding or expressing breast milk. Reasonable accommodation shall not include accommodations which would cause the employer significant cost or difficulty.	<a href="http://nebraskalegislature.gov/laws/statutes.php?statute=48-1102">http://nebraskalegislature.gov/laws/statutes.php?statute=48-1102</a>
	Neb. Rev. Stat. § 20-170	Mothers	<b>Breastfeeding</b>	A mother may breastfeed her child in any public or private location where the mother is otherwise authorized to be.	<a href="http://nebraskalegislature.gov/laws/statutes.php?statute=20-170">http://nebraskalegislature.gov/laws/statutes.php?statute=20-170</a>
<b>Nevada</b>	Nev. Rev. Stat. Ann. § 613.335	Private sector Any person who has 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year, but does not include: (a) The United States or any corporation	<b>Discrimination</b>	If an employer grants leave with pay, leave without pay, or leave without loss of seniority to his or her employees for sickness or disability because of a medical condition, it is an unlawful employment practice to fail or refuse to extend the same benefits to any female employee who is pregnant. The female employee who is pregnant must be allowed to use the leave before and after childbirth, miscarriage or other natural resolution of her pregnancy, if the leave is granted, accrued or allowed to accumulate as a part of her employment benefits.	<a href="http://www.leg.state.nv.us/NRS/NRS-613.html#NRS613Sec335">http://www.leg.state.nv.us/NRS/NRS-613.html#NRS613Sec335</a>

		wholly owned by the United States. (b) Any Indian tribe. (c) Any private membership club exempt from taxation Nev. Rev. Stat. Ann. § 613.310 (West)			
	Nev. Rev. Stat. Ann. § 613.330	Employers with fifteen or more employees	<b>Discrimination</b>	Unlawful employment practice to discriminate based on sex.	<a href="http://www.leg.state.nv.us/NRS/NRS-613.html#NRS613Sec330">http://www.leg.state.nv.us/NRS/NRS-613.html#NRS613Sec330</a>
	Nev. Rev. Stat. Ann. § 392.920	All employers	<b>Discrimination</b>	Employers may not discriminate against parents who attend school conferences at the request of a school administrator or for leaving work because of a child's emergency.	<a href="http://www.leg.state.nv.us/NRS/NRS-392.html#NRS392Sec920">http://www.leg.state.nv.us/NRS/NRS-392.html#NRS392Sec920</a>
	Nev. Rev. Stat. Ann. § 392.4577 and 394.179	Employers of fifty or more people for each working day in each of 20 or more calendar weeks in the current calendar year	<b>Leave</b>	Employers must grant employees up to four hours of unpaid leave per school year for each child enrolled in school, to attend school-related activities.	<a href="http://www.leg.state.nv.us/NRS/NRS-392.html#NRS392Sec4577">http://www.leg.state.nv.us/NRS/NRS-392.html#NRS392Sec4577</a>  <a href="http://www.leg.state.nv.us/Division/Legal/LawLibrary/NRS/NRS-394.html#NRS394Sec179">http://www.leg.state.nv.us/Division/Legal/LawLibrary/NRS/NRS-394.html#NRS394Sec179</a>
	Nev. Rev. Stat. Ann. § 394.1795		<b>Leave</b>	It is unlawful for an employer or an agent of an employer to terminate the employment of, or to demote, suspend, or otherwise discriminate against a person who, as a parent, guardian, or custodian of a child, appears at a conference requested by and administrator of their child's private school, is notified during his or her work by a school employee of an emergency regarding the child, or takes leave under Nev. Rev. Stat. § 392.4577. It is unlawful for the employer to assert that the employee may be terminated, demoted, suspended, or discriminated against for attending	<a href="http://www.leg.state.nv.us/Division/Legal/LawLibrary/NRS/NRS-394.html#NRS394Sec179">http://www.leg.state.nv.us/Division/Legal/LawLibrary/NRS/NRS-394.html#NRS394Sec179</a>

				a conference, being notified of a school emergency, or taking leave pursuant to Nev. Rev. Stat. § 392.4577.	
	Letter from Cynthia Jones, Deputy Director, Nevada Department of Employment Training and Rehabilitation, to Cheryl Atkinson, Administrator, US Department of Labor (May 2009), Retrieved 2 January, 2017 from <a href="http://www.doleta.gov/recovery/pdf/NV2-3.pdf">http://www.doleta.gov/recovery/pdf/NV2-3.pdf</a>		<b>Unemployment</b>	Employees who lose their jobs due to providing care to immediate family members may be eligible for unemployment benefits.	<a href="http://www.doleta.gov/recovery/pdf/NV2-3.pdf">http://www.doleta.gov/recovery/pdf/NV2-3.pdf</a>
	Nev. Rev. Stat. § 201.232, § 201.210, and § 201.220		<b>Breastfeeding</b>	The breastfeeding of a child in any location, public or private, is not considered a violation of indecent exposure laws; a mother may breast feed her child in any public or private location where the mother is otherwise authorized to be	<a href="https://www.leg.state.nv.us/NRS/NRS-201.html#NRS201Sec210">https://www.leg.state.nv.us/NRS/NRS-201.html#NRS201Sec210</a> <a href="https://www.leg.state.nv.us/NRS/NRS-201.html#NRS201Sec220">https://www.leg.state.nv.us/NRS/NRS-201.html#NRS201Sec220</a> <a href="https://www.leg.state.nv.us/NRS/NRS-">https://www.leg.state.nv.us/NRS/</a>

					201.html#NRS201Sec232
<b>New Hampshire</b>	N.H. Rev. Stat. Ann. § 354-A:7	All employers with six or more employees. (Excludes social clubs, fraternal or religious nonprofit associations) N.H. Rev. Stat. Ann. § 354-A:2	<b>Discrimination and Leave</b>	Unlawful discriminatory practice to discriminate based on sex. Sex includes pregnancy and medical conditions which result from pregnancy. An employer shall permit a female employee to take leave of absence for the period of temporary physical disability resulting from pregnancy, childbirth or related medical conditions. When the employee is physically able to return to work, her original job or a comparable position shall be made available to her by the employer unless business necessity makes this impossible or unreasonable. For all other employment related purposes, including receipt of benefits under fringe benefit programs, pregnancy, childbirth, and related medical conditions shall be considered temporary disabilities, and a female employee affected by pregnancy, childbirth, or related medical conditions shall be treated in the same manner as any employee affected by any other temporary disability.	<a href="http://www.gencourt.state.nh.us/rsa/html/XXI/354-A/354-A-7.htm">http://www.gencourt.state.nh.us/rsa/html/XXI/354-A/354-A-7.htm</a>
	N.H. Rev. Stat. Ann. § 132:10-d (1999)		<b>Breastfeeding</b>	A mother has a right to breastfeed. It is unclear whether this extends to a woman's place of employment.	<a href="http://www.gencourt.state.nh.us/rsa/html/XXI/132/132-10-d.htm">http://www.gencourt.state.nh.us/rsa/html/XXI/132/132-10-d.htm</a>
<b>New Jersey</b>	N.J. Stat. Ann. § 10:5-12 (West)	All employers	<b>Discrimination and Accommodation</b>	The law bars employers from discriminating on the basis of an employee's pregnancy. The law requires employers to provide reasonable accommodations to pregnant women and those who suffer medical conditions related to pregnancy and childbirth, such as bathroom breaks, breaks for increased water intake, periodic rest, assistance with manual labor, job restructuring or modified work schedules, and temporary transfers to less strenuous or	<a href="http://legiscan.com/NJ/text/S2995/2012">http://legiscan.com/NJ/text/S2995/2012</a>

				hazardous work. Accommodations that would place an undue hardship on the employer are not required.	
	N.J. Stat. Ann. § 10:5-3.1		<b>Discrimination and Accommodation</b>	The law requires employers to provide reasonable accommodations to pregnant women and those who suffer medical conditions related to pregnancy and childbirth, such as bathroom breaks, breaks for increased water intake, periodic rest, assistance with manual labor, job restructuring or modified work schedules, and temporary transfers to less strenuous or hazardous work. Accommodations that would place an undue hardship on the employer are not required.	<a href="http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={3A96}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=">http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={3A96}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=</a>
<b>New Jersey</b>	N.J. Stat. Ann. § 10:5-4		<b>Discrimination</b>	All persons shall have the opportunity to obtain employment and to obtain all the accommodations, advantages, facilities, and privileges of any public accommodations, publicly assisted housing accommodation, and other real property without discrimination because of familial status. This opportunity is recognized as and declared to be a civil right.	<a href="http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={3A96}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=">http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={3A96}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=</a>
	N.J. Stat. § 43:21-25 to 43:21-21,	Covered employers	<b>Leave and Unemployment</b>	A pregnant woman is entitled to temporary disability benefits for four weeks before birth and six weeks after birth. Eligible workers may receive up to twenty-six weeks of cash benefits during a twelve month period. Leaving work because of pregnancy disability does not disqualify a woman from receiving unemployment benefits. TDI leave and family leave must be taken sequentially.	<a href="http://lwd.dol.state.nj.us/labor/forms_pdfs/t/di/Law.pdf">http://lwd.dol.state.nj.us/labor/forms_pdfs/t/di/Law.pdf</a>

	N.J. Stat. Ann. § 34:11B-4 (West)	At least 50 employees worldwide who have been working for at least 20 weeks during the current/previous year	<b>Leave</b>	<p>The New Jersey Family Leave Act (NJFLA) expands upon federal leave provisions, allowing employees to care for a civil union partner. Employees may not use medical leave for their own medical needs, so this leave does not apply to a woman who needs to take time off for her pregnancy.</p> <p>An employee is entitled to a family leave of 12 weeks in any 24-month period.</p> <p>The employer may take the leave intermittently when a family member has a serious health condition, as long as the total time within which the leave is taken does not exceed a 12-month period for each episode of the serious health condition episode.</p> <p>The leave may be taken because of the birth or placement for adoption of a child may commence at any time within a year after the date of birth or placement for adoption.</p>	<a href="http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382142458&amp;Depth=4&amp;TD=WRAP&amp;advquery=%2234%3a11B-4%22&amp;headingswithhits=on&amp;infobase=statutes.nfo&amp;rank=&amp;record=%7BE326%7D&amp;softpage=Doc_Frame_Pg42&amp;wordsaroundhits=2&amp;x=25&amp;y=18&amp;zz=">http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382142458&amp;Depth=4&amp;TD=WRAP&amp;advquery=%2234%3a11B-4%22&amp;headingswithhits=on&amp;infobase=statutes.nfo&amp;rank=&amp;record=%7BE326%7D&amp;softpage=Doc_Frame_Pg42&amp;wordsaroundhits=2&amp;x=25&amp;y=18&amp;zz=</a> (updated website)
	N.J. Admin. Code § 34:1A:1.15			<p>An employee eligible to receive benefits for the purpose of caring for a child during the first 12 months after the child's birth may also be eligible for temporary disability benefits during pregnancy and recovery from childbirth for the period that a legally licensed practitioner deems necessary, and that an employee eligible for temporary disability benefits in connection with pregnancy and recovery from childbirth may also be eligible for family leave benefits to care for the child after recovery for childbirth.</p>	<a href="http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={DAD8}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=">http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={DAD8}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=</a>
	N.J. Admin. Code § 4A:6-	Public sector	<b>Leave</b>	<p>State workers who earn sick leave are entitled to use it for the care of a seriously ill child or family member, including a family member disabled by</p>	<a href="http://www.state.nj.us/csc/about/about/title4a/ch6_1.html#3">http://www.state.nj.us/csc/about/about/title4a/ch6_1.html#3</a>

	1.3(g)(3).			pregnancy.	
	N.J. Admin. Code § 4A:6-1.8	State Employee	<b>Leave</b>	A state employee in the career, senior executive or unclassified service who requests leave with or without pay for reason of disability due to pregnancy shall be granted leave under the same terms and conditions as those applicable to such employees for sick leave or leave without pay.	<a href="http://www.state.nj.us/csc/about/about/title4a/ch6_1.html#3">http://www.state.nj.us/csc/about/about/title4a/ch6_1.html#3</a>
	N.J. Stat. § 43:21-39.1 to 43:21-39.3	Covered employers	<b>Insurance</b>	Family leave insurance offers up to six weeks of paid leave for employees who need to care for an immediate family member, including new children and seriously ill family members. A covered employee may use disability benefits for a birth or adoption.	<a href="http://lwd.dol.state.nj.us/labor/forms_pdfs/t di/Law.pdf">http://lwd.dol.state.nj.us/labor/forms_pdfs/t di/Law.pdf</a>
	N.J. Rev. Stat. § 26:4B-4/5 (1997)		<b>Breastfeeding</b>	A mother may breastfeed her baby in any location of a place of public accommodation, resort or amusement where the mother is otherwise permitted. It is unclear whether this protection extends to a woman's place of employment.	<a href="http://www.njleg.state.nj.us/9697/Bills/PL97/101_.PDF">http://www.njleg.state.nj.us/9697/Bills/PL97/101_.PDF</a>
	N.J. Stat. § 43:15A-42.1	Members of the Public Employee's Retirement System of New Jersey	<b>Disability Insurance</b>	Disability benefit insurance provisions of the group policy or policies shall not cover disability resulting from or contributed to by pregnancy.	<a href="http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={12A13}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=">http://lis.njleg.state.nj.us/cgi-bin/om_isapi.dll?clientID=382141013&amp;Depth=2&amp;TD=WRAP&amp;advquery=%22pregnancy%22&amp;depth=4&amp;expandheadings=on&amp;headingswithhits=on&amp;hitsperheading=on&amp;infobase=statutes.nfo&amp;rank=&amp;record={12A13}&amp;softpage=Doc_Frame_PG42&amp;wordsaroundhits=2&amp;x=0&amp;y=0&amp;zz=</a>
	N.M. Code R. 9.1.1.7 (HH)(2)	Employers with at least four employees	<b>Accommodation</b>	Employers must treat pregnant workers as they treat temporarily disabled workers, including receipt of benefits under fringe benefit programs. Further, women affected by pregnancy, childbirth	<a href="http://www.nmcpr.state.nm.us/nmac/parts/title09/09.001.0001.htm">http://www.nmcpr.state.nm.us/nmac/parts/title09/09.001.0001.htm</a>



				or related medical conditions shall be treated the same as other persons who are temporarily disabled in the areas of credit, housing and public accommodations.	
	N.M. Stat. Ann. § 28-1-7 (West)	At least four employees	<b>Discrimination</b>	It is unlawful to discriminate based on sex.	<a href="http://public.nmcompcomm.us/NMPublic/gateway.dll/?f=templates&amp;fn=default.htm">http://public.nmcompcomm.us/NMPublic/gateway.dll/?f=templates&amp;fn=default.htm</a> Updated website
<b>New Mexico</b>	N.M. Code R. 1.7.7.10 and 1.7.7.12	Public employees who have been working for at least 12 months, and at least 1250 hours.	<b>Leave</b>	Public sector employees may use sick leave to care for family members. Employees affected by pregnancy, childbirth, and related medical conditions must be treated the same as persons affected by other medical conditions.	<a href="http://www.nmcp.state.nm.us/nmac/parts/title01/01.007.0007.htm">http://www.nmcp.state.nm.us/nmac/parts/title01/01.007.0007.htm</a>
	N.M. Stat. Ann. § 28-20-1 (1999) N.M. Stat. Ann. § 28-20-2 (2007)	Employers with at least four employees	<b>Breastfeeding</b>	A mother may breastfeed her child in any public or private location where she is otherwise authorized to be. Employers must provide a clean, private place near the employee's workspace, not a bathroom, for employees who are breastfeeding to pump. Break times are not required to be paid. Employers are not responsible for the storage or refrigeration of breastmilk, or payment of overtime while a nursing mother is using a breast pump	<a href="http://public.nmcompcomm.us/NMPublic/gateway.dll/?f=templates&amp;fn=default.htm">http://public.nmcompcomm.us/NMPublic/gateway.dll/?f=templates&amp;fn=default.htm</a> <a href="http://public.nmcompcomm.us/NMPublic/gateway.dll/?f=templates&amp;fn=default.htm">http://public.nmcompcomm.us/NMPublic/gateway.dll/?f=templates&amp;fn=default.htm</a> Updated website
		City of Albuquerque employees	<b>Disability benefits</b>	Disability includes pregnancy. If you are pregnant, you are eligible for Voluntary Disability Insurance to pay a portion of your salary.	<a href="https://www.cabq.gov/humanresources/employee-benefits/insurance-benefits/voluntary-short-term-long-term-disability-benefits">https://www.cabq.gov/humanresources/employee-benefits/insurance-benefits/voluntary-short-term-long-term-disability-benefits</a>
	N.Y. Exec. Law § 296	At least four employees	<b>Discrimination</b>	It is an unlawful discriminatory practice to discriminate based on sex, which includes pregnancy, and familial status. It is an unlawful discriminatory practice for an employer, licensing agency, employment agency or labor organization to refuse to provide reasonable accommodations to the known disabilities or pregnancy-related conditions of an employee or prospective employee. A reasonable accommodation means actions taken which permit an employee to	<a href="https://dhr.ny.gov/law#296">https://dhr.ny.gov/law#296</a> updated website

				<p>perform in a reasonable manner the activities involved in the job or occupation sought or held and include, but are not limited to, provision of an accessible worksite, acquisition or modification of equipment, job restructuring and modified work schedules, provided, however, that such actions do not impose an undue hardship on the employer.</p> <p>The employee must cooperate in providing medical or other information that is necessary to verify the existence of the disability or pregnancy-related condition, or that is necessary for consideration of the accommodation. The employee has a right to have such medical information kept confidential.</p> <p>It is unlawful to compel an intern who is pregnant to take a leave of absence, unless the intern is prevented by such pregnancy from performing the activities involved in the job or occupation in a reasonable manner.</p> <p>It is unlawful for employer to compel an employee who is pregnant to take a leave of absence, unless the employee is prevented by such pregnancy from performing the activities involved in the job or occupation in a reasonable manner</p>	
<b>City of Albuquerque</b>	N.Y. Exec. Law § 296.1 (McKinney)	At least four employees	<b>Accommodation</b>	<p>The New York State Division of Human Rights (NYSDHR) has declared that it is unlawful for an employer to discriminate against an employee on the basis of disability. The NYSDHR has interpreted pregnancy as a disability under this law and has thus required reasonable accommodation on the part of an employer. See, e.g., <i>Hardy v. Pathmark Stores, Inc.</i>, New York State Division of Human Rights, Case No. 10117709 (July 17, 2008), <i>Stack v. State of New York &amp; New York State Division of State Police</i>, New York State Division of Human Rights, Case No. 1202468 (February 8, 2007). However, current case law casts doubt on the applicability of that interpretation in federal or state court. See <i>Krause v. Lancer &amp; Loader Grp., LLC</i>, 965 N.Y.S.2d 312, 322 (Sup. Ct. 2013) (holding that failure to demonstrate that a normal pregnancy</p>	<a href="https://dhr.ny.gov/law/#296">https://dhr.ny.gov/law/#296</a>

				caused an “impairment” negated its classification as a disability); <i>see also Lehmuller v. Incorporated Village of Sag Harbor</i> , 944 F.Supp. 1087, 1093 (E.D.N.Y. 1996) (a normal pregnancy is merely the natural consequence of reproduction)).	
<b>New York</b>	Women’s Equality Act, Legislative Bill Drafting Commission 12032-02-03	All employers	<b>Accommodation</b>	A pending bill will make it illegal to refuse to provide a reasonable accommodation to an employee for pregnancy and its related conditions. “Reasonable accommodation” will include the provision of an accessible worksite, acquisition or modification of equipment, job restructuring and modified schedules, such that these accommodations do not impose an undue hardship on the employer. A pregnancy-related condition necessitating accommodation is defined as anything that inhibits normal bodily function. The law will also expand the employers prohibited from discriminating based on sex to all employers, rather than those employers with at least four employees. A pregnancy-related condition would be treated as a temporary disability for the purposes of current Division of Human Rights regulations.	<a href="https://www.nysenate.gov/legislation/bills/2015/S8">https://www.nysenate.gov/legislation/bills/2015/S8</a>
	194 N.Y. Workers’ Comp. Law §§ 201-205	Private sector employers who provides disability benefits insurance for their employees	<b>Leave</b>	New York’s Temporary Disability Insurance (TDI) program provides up to \$170 per week to eligible workers who are temporarily disabled, including women with disabilities resulting from pregnancy or childbirth. Workers are eligible for up to 26 weeks of TDI, but the typical period of pregnancy-related disability is four to six weeks prior to a woman’s due date and four to six weeks after delivery	<a href="https://www.nysenate.gov/legislation/laws/WKC/201">https://www.nysenate.gov/legislation/laws/WKC/201</a> <a href="https://www.nysenate.gov/legislation/laws/WKC/202">https://www.nysenate.gov/legislation/laws/WKC/202</a> <a href="https://www.nysenate.gov/legislation/laws/WKC/203">https://www.nysenate.gov/legislation/laws/WKC/203</a> <a href="https://www.nysenate.gov/legislation/laws/WKC/204">https://www.nysenate.gov/legislation/laws/WKC/204</a> <a href="https://www.nysenate.gov/legislation/laws/WKC/205">https://www.nysenate.gov/legislation/laws/WKC/205</a> Updated website
	New York State Department of Civil	Public sector	<b>Leave</b>	New York’s public sector pregnancy disability regulations apply to all state employees regardless of hours worked. The typical period of pregnancy disability is four weeks prior to a	<a href="http://www.cs.ny.gov/attend_leave_manual/022LeavesWithoutPay/22_1/22_1Rulesp">http://www.cs.ny.gov/attend_leave_manual/022LeavesWithoutPay/22_1/22_1Rulesp</a>

	Service, "Leaves without Pay" (Part 22), <i>Attendance and Leave Manual</i> , Section 22.1			woman's due date and six weeks after her delivery date. Disability leave is without pay and may require a doctor's note.	ages-LeaveofAbsenceDuration.htm
	196 N.Y. Lab. Law § 206-b	Private Sector/Public Sector	<b>Employment</b>	No owner, manager, foreman, or other person in authority in a factory or mercantile establishment shall knowingly employ a female or permit her to be employed therein, within four weeks after she has given birth to a child, unless if she presents a written statement expressing her desire for earlier employment and a written opinion of a qualified physician that she is physically and mentally capable of discharging the duties of her employment.	<a href="http://codes.findlaw.com/ny/labor-law/labsect-206-b.html">http://codes.findlaw.com/ny/labor-law/labsect-206-b.html</a>
	196 N.Y. Lab. Law § 206-c.	Private sector/Public sector	<b>Breastfeeding</b>	An employer shall provide reasonable unpaid break time or permit an employee to use paid break time or meal time each day to allow an employee to express breast milk for her nursing child for up to three years following child birth. The employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, where an employee can express milk in privacy. No employer shall discriminate in any way against an employee who chooses to express breast milk in the work place.	<a href="http://codes.findlaw.com/ny/labor-law/labsect-206-c.html">http://codes.findlaw.com/ny/labor-law/labsect-206-c.html</a> Updated website
	N.Y. Civil Rights Law § 79-e		<b>Breastfeeding</b>	A mother may breastfeed her child in any public or private location where she is otherwise authorized to be, irrespective of whether the mother's nipple is covered during or incidental to the breast feeding.	<a href="http://www.albany.edu/sph/cphce/prevention_agenda/bf_ny_breastfeeding_laws.pdf">http://www.albany.edu/sph/cphce/prevention_agenda/bf_ny_breastfeeding_laws.pdf</a>  updated website
	N.Y.C. Admin. Code, §§	The law encompasses all employers who	<b>Accommodation</b>	The law requires employers to reasonably accommodate employees with needs stemming from pregnancy or childbirth. The employer must	<a href="http://public.leginfo.state.ny.us/lawssrch.cgi?NVLWO">http://public.leginfo.state.ny.us/lawssrch.cgi?NVLWO:</a>

	8-102(5) and (18); N.Y.C. Admin Code 8-107(22)	employ 4 or more people.		know or have reason to know of this need in order for the law to apply. The law does not apply if the employee could not fulfill essential requirements of the job even with the accommodation or if providing the accommodation would cause the employer to suffer undue hardship.	<a href="http://public.leginfo.state.ny.us/lawssrch.cgi?NVLWO">http://public.leginfo.state.ny.us/lawssrch.cgi?NVLWO</a> : updated website
	N.C. Gen. Stat. Ann. § 95-151	Public and private sectors; excludes domestic workers employed in the place of residence of his or her employer.	<b>Discrimination</b>	Unlawful to discriminate based on sex.	<a href="http://www.ncleg.net/EnactedLegislation/Statutes/PDF/BySection/Chapter_95/GS_95-151.pdf">http://www.ncleg.net/EnactedLegislation/Statutes/PDF/BySection/Chapter_95/GS_95-151.pdf</a> (updated website)
<b>New York City</b>	N.C. Gen. Stat. Ann. § 95-28.3	Employees	<b>Leave</b>	Parents of school-aged children are entitled to four hours per year of unpaid leave to attend school activities. The leave must be mutually agreed upon between employer and employee, and the employer may require the employee give 48 hours notice before the leave.	<a href="http://www.ncga.state.nc.us/gascripts/statutes/statutelookup.pl?statute=95-28.3">http://www.ncga.state.nc.us/gascripts/statutes/statutelookup.pl?statute=95-28.3</a>
<b>North Carolina</b>	See Inside North Carolina: A Guide to State Employment (North Carolina Office of State Personnel, October 1, 2012), 39, <a href="http://www.osp.state.nc.us/State%20Employee%20Handbook%202012.pdf">http://www.osp.state.nc.us/State%20Employee%20Handbook%202012.pdf</a>	Public Sector employees	<b>Leave</b>	Family Illness Leave allows an employee to care for their child, parent, or spouse where that child, parents, or spouse has a serious health condition. Family Illness Leave provides a limited extension of benefits beyond the 12 weeks the Family and Medical Leave Policy allows. An eligible employee is entitled to up to 52 weeks of leave without pay during a 5-year period to care for their seriously ill child, spouse, or parent. The 52 weeks may be taken all at one time or intermittently. Employees are only eligible if they have 12 months total service with the State and have been in pay status for at least 1040 hours during the past 12 months.	<a href="http://oshr.nc.gov/policies/forms/leave/family-illness-leave">http://oshr.nc.gov/policies-forms/leave/family-illness-leave</a>

	Family Illness Leave State Personnel Manual (pdf) Empowered by N.C. Gen. Stat. § 126-4				
	See Lactation Support State Human Resources Manual (2010)	Public sector employees	<b>Breastfeeding</b>	State agencies shall provide space, privacy, and time for women to express breast milk by providing a private space that is not in a restroom or other common area. The space should have a door that can be locked and secured, adequate lighting and seating, and electrical outlets for pumping equipment. Agencies should consider the proximity of the space to employees' work space. The agency may require the employee to use the regularly scheduled paid break time to express breast milk. If further time is needed, the agency shall make reasonable efforts to allow employees to use paid leave or unpaid time for expressing breast milk. The employee is responsible for storing the expressed breast milk.	<a href="https://oshr.nc.gov/state-employee-resources/benefits/work-life-balance/lactation-support">https://oshr.nc.gov/state-employee-resources/benefits/work-life-balance/lactation-support</a> (see PDF)
	N.C. Gen. Stat. § 14-190.9	Mothers	<b>Breastfeeding</b>	A woman is allowed to breastfeed in any public or private location where she is authorized to be. The nipple may be uncovered or covered. Breastfeeding does not violate indecent exposure laws.	<a href="http://www.ncga.state.nc.us/enactedlegislation/statutes/html/bysection/chapter_14/gs_14-190.9.html">http://www.ncga.state.nc.us/enactedlegislation/statutes/html/bysection/chapter_14/gs_14-190.9.html</a>
<b>North Dakota</b>	N.D. Cent. Code Ann. §§ 14-02.4-02, 14-02.4-03	This applies to all employers who employ at least one person in North Dakota for more than one quarter of each year.	<b>Discrimination</b>	It is unlawful to discriminate based on sex. "Sex" includes pregnancy, childbirth, and disabilities related to pregnancy or childbirth.	<a href="http://www.legis.nd.gov/cencode/t14c02-4.pdf?20130605091328">http://www.legis.nd.gov/cencode/t14c02-4.pdf?20130605091328</a>
	N.D. Cent.	"Employer" means	<b>Leave</b>	During a period that an employee takes family	<a href="http://www.legis.nd.g">http://www.legis.nd.g</a>

	Code Ann. § 54-52.4-06	the state but does not include any political subdivision of the state		leave, the employer shall continue to make any group health insurance coverage or health care plan for its employees and their dependents available to the employee and the employee's dependents under the conditions that applied immediately before the family leave began. The employer is not required to pay any cost of insurance or health care for that employee and the employee's dependents while the employee is on family leave. (Current through the 2016 special session and measures passed in the Nov 8, 2016 election.	ov/cencode/t54c52-4.pdf?20130605091402
	N.D. Cent. Code Ann. § 54-52.4-02	State employers	<b>Leave</b>	Up to twelve workweeks aggregate between parents, within a twelve month period; leave does not have to be paid unless otherwise specified in an agreement between employer and employee. Applies to biological and adopted children. Family leave supplements any leave otherwise available to an employee. Leave does not limit employee's rights or benefits.	<a href="http://www.legis.nd.gov/cencode/t54c52-4.pdf?20130605091402">http://www.legis.nd.gov/cencode/t54c52-4.pdf?20130605091402</a>
	N.D. Cent. Code § 54-52.4-03	State; excludes political subdivisions of state	<b>Leave</b>	An employee eligible for leave is entitled to use leave to care for a child or an immediate family member with a serious health condition. The employer must compensate the employee for leave used on the same basis as if the leave had been taken due to the employee's own illness.	<a href="http://www.legis.nd.gov/assembly/62-2011/documents/11-0601-04000.pdf?20130605090748">http://www.legis.nd.gov/assembly/62-2011/documents/11-0601-04000.pdf?20130605090748</a>
	N.D. Cent. Code § 23-12-16  N.D. Cent. Code § 23-12-17		<b>Breastfeeding</b>	A woman may breastfeed her child in any location, public or private, where the woman and child are otherwise authorized to be.  An employer may use the designation "infant friendly" on its promotional materials if the employer adopts specified workplace breastfeeding policies, including: scheduling breaks and permitting work patterns that provide time for expression of breast milk; providing a	<a href="http://www.legis.nd.gov/cencode/t23c12.pdf?20130605091442">http://www.legis.nd.gov/cencode/t23c12.pdf?20130605091442</a>

				convenient, sanitary, safe and private location other than a restroom for expressing breast milk; a convenient clean and safe water source with facilities for washing hands and rinsing breast-pumping equipment located in the private location; and a refrigerator in the workplace for the temporary storage of breast milk. The law also directs to the state department of health to establish guidelines for employers concerning workplace breastfeeding and infant friendly designations.	
<b>Ohio</b>	Ohio Rev. Code Ann. § 4112.01-02	"Employer" includes the state, any political subdivision of the state, any person employing four or more persons within the state, and any person acting directly or indirectly in the interest of an employer  "Employee" means an individual employed by any employer but does not include any individual employed in the domestic service of any person	<b>Discrimination</b>	Sex discrimination is an unlawful employment practice. "Because of sex" and "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, any illness arising out of and occurring during the course of a pregnancy, childbirth, or related medical conditions. Women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.	<a href="http://codes.ohio.gov/orc/4112.01">http://codes.ohio.gov/orc/4112.01</a>
	Ohio Admin. Code 4112-5-05	All employers	<b>Discrimination</b>	Women shall not be penalized in their conditions of employment because they require time away from work on account of childbearing. When, under the employer's leave policy the female employee would qualify for leave, then childbearing must be considered by the employer to be a justification for leave of absence for female employees for a reasonable period of time. Conditions applicable to her leave (other than its length) and to her return to employment shall be in accordance with the employer's leave	<a href="http://codes.ohio.gov/oac/4112-5-05">http://codes.ohio.gov/oac/4112-5-05</a>



				<p>policy.</p> <p>If the employer has no leave policy, childbearing is a justification for leave of absence for a female employee for a reasonable period of time.</p> <p>Following childbirth, and upon signifying her intent to return within a reasonable time, such female employee shall be reinstated to her original position or to a position of like status and pay, without loss of service credits.</p>	
	<p>Ohio Admin. Code §§ 123:1-32-01, 123:1-32-05, 123:1-33-06; Ohio Admin. Code § 123:1-33-05(B).</p>	<p>State Employees and employees of state colleges or universities</p>	<p><b>Leave</b></p>	<p>Sick leave may be used by the employee for “pregnancy-related” conditions. Each appointing authority may require an employee to furnish a satisfactory written, signed statement to justify the use of sick leave. If professional medical attention is required by the employee or member of the employee's immediate family, a certificate, from a licensed practitioner, stating the nature of the condition may be required by the appointing authority to justify the use of sick leave.</p> <p>(1) The initial forty hours of sick leave shall be paid at a rate equal to the employee's base rate of pay.</p> <p>(2) The next forty hours of sick leave shall be paid at a rate equal to seventy per cent of the employee's base rate of pay</p>	<p><a href="http://codes.ohio.gov/oac/123%3A1-32">http://codes.ohio.gov/oac/123%3A1-32</a></p>
	<p>201 Ohio Rev. Code. Ann. § 124.136. 202</p>	<p>State employees</p>	<p><b>Leave</b></p>	<p>State workers who work at least 30 hours per week are entitled to up to six weeks of parental leave after the birth or adoption of a child. Leave can be used by either parent. New parents receive four weeks of leave at 70 percent of their current salary after satisfying a two-week waiting period. Employees may utilize available sick leave, personal leave, vacation leave, or compensatory time balances in order to be paid during the two week waiting period and to supplement the 70% of their base rate pay during the remaining leave. Leave must be taken with federal FMLA leave and can be combined with accrued paid sick or vacation</p>	<p><a href="http://codes.ohio.gov/orc/124.136">http://codes.ohio.gov/orc/124.136</a></p>

				leave. Adoptive parents can opt for a \$2000 in lieu of paid leave.	
	Ohio Admin. Code §§ 123:1-32-05(A)(5)	State Employees	<b>Leave</b>	State workers who earn sick leave are entitled to use it to care for an immediate family member who is ill or disabled by a serious health condition.	<a href="http://codes.ohio.gov/oac/123%3A1-32">http://codes.ohio.gov/oac/123%3A1-32</a>
	Ohio Rev. Code Ann. § 3781.55 (2005)		<b>Breastfeeding</b>	A mother is entitled to breastfeed her baby in any location of a place of public accommodation wherein the mother is otherwise permitted.	<a href="http://codes.ohio.gov/orc/3781.55">http://codes.ohio.gov/orc/3781.55</a>
<b>Oklahoma</b>	Okla. Stat. Ann. tit. 25, § 1301-1302	Pays one or more individuals	<b>Discrimination</b>	It is a discriminatory practice for an employer to discriminate based on sex. Sex includes but is not limited to pregnancy, childbirth or related medical conditions; women affected by pregnancy, childbirth or related medical conditions shall be treated the same for all employment-related purposes as other persons not so affected but similar in their ability or inability to work.	<a href="http://www.oklegislature.gov/osstatuestitle.html">http://www.oklegislature.gov/osstatuestitle.html</a>
	Okla. Stat. Ann. tit. 40, § 2-414		<b>Discrimination</b>	Pregnant women who otherwise qualify for benefits may not be prevented from receiving said benefits for the full number of weeks to which they are entitled.	<a href="http://www.oklegislature.gov/osstatuestitle.html">http://www.oklegislature.gov/osstatuestitle.html</a>
	Okla. Stat. tit. 63, § 1-234.1; Okla. Stat. tit. 40, § 435 (2006)		<b>Breastfeeding</b>	Mothers have the right to breastfeed in any location they are allowed to be. The OK Legislature declares that breast-feeding is a basic act of nurturing to which every baby has a right and should be encouraged. It is unclear whether this extends to a mother's place of employment, but another statute provides that employers <i>may</i> provide reasonable unpaid break time each day to an employee who needs to breastfeed or express breast milk for her child.	<a href="http://www.oklegislature.gov/osstatuestitle.html">http://www.oklegislature.gov/osstatuestitle.html</a>
<b>Oregon</b>	Or. Rev. Stat. Ann. § 659A.029	Any person with one or more employees.	<b>Discrimination</b>	Discrimination because of sex is prohibited. The phrase "because of sex" includes, but is not limited to, because of pregnancy, childbirth and	<a href="https://www.oregonlegislature.gov/bills_laws/ors/ors659A.html">https://www.oregonlegislature.gov/bills_laws/ors/ors659A.html</a>

				related medical conditions or occurrences. Women affected by pregnancy, childbirth or related medical conditions or occurrences shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work by reason of physical condition.	
	Or. Rev. Stat. Ann. § 659A.162	Public sector and employers of at least 25 employees for at least 20 weeks of the year. Employees are eligible providing they work at least 25 hours per week and have been employed by the covered employer for at least 180 days immediately before the date on which the family leave would commence.	<b>Leave</b>	An eligible employee is entitled to up to 12 weeks of family leave within any one-year period including biological and adopted children. In addition, an eligible employee may take a total of 12 weeks of leave within any one-year period for an illness, injury or condition related to pregnancy or childbirth that disables the eligible employee from performing any available job duties offered by the employer. Oregon includes domestic partners for the purpose of family leave. Leave for birth, adoption, foster care or care for a parent with a serious health condition must be shared by spouses working for the same Employer.	<a href="https://www.oregonlegislature.gov/bills_laws/ors/ors659A.html">https://www.oregonlegislature.gov/bills_laws/ors/ors659A.html</a>  <a href="https://www.dol.gov/whd/state/fmla/or.htm">https://www.dol.gov/whd/state/fmla/or.htm</a>
	Ore. Rev. Stat. §§ 659A.159(1)(d)	Public sector; private sector employers of twenty-five or more people	<b>Leave</b>	Workers who earn paid leave are entitled to use it for the care of a new child or a family member with a serious health condition (including pregnancy disability). Oregon includes domestic partners for the purpose of family leave.	<a href="https://www.oregonlegislature.gov/bills_laws/ors/ors659A.html">https://www.oregonlegislature.gov/bills_laws/ors/ors659A.html</a>
	Or. Rev. Stat. § 653.077	All employers with twenty-five or more employees	<b>Breastfeeding</b>	<p>An employer shall provide reasonable unpaid breaks .Women are entitled to a 30 minute break during each four-hour shift to breastfeed or pump.</p> <p>When an employer's contribution to an employee's health insurance is influenced by the number of hours the employee works, the employer shall treat any unpaid rest periods used by the employee to express milk as paid work</p>	<a href="https://www.oregonlegislature.gov/bills_laws/ors/ors653.html">https://www.oregonlegislature.gov/bills_laws/ors/ors653.html</a>

				<p>time for the purpose of measuring the number of hours the employee works.</p> <p>Employers must make reasonable efforts to provide a location, other than a public restroom or toilet stall, in close proximity to the employee's work area for the employee to express milk in private.</p> <p>An employer may allow an employee to temporarily change job duties if the employee's regular job duties do not allow her to express milk.</p>	
	Or. Rev. Stat. § 109.001		<b>Breastfeeding</b>	Nursing mothers have the right to breastfeed in public. It is unclear whether this authorization always extends to a woman's place of employment.	<a href="https://www.oregonlegislature.gov/bills_laws/ors/ors109.html">https://www.oregonlegislature.gov/bills_laws/ors/ors109.html</a>
<b>Pennsylvania</b>	43 Pa. Stat. Ann. § 955	Public employers and any person employing four or more persons; "employee" excludes those employed in agriculture or in the domestic service of any person, individuals who, as a part of their employment, reside in the personal residence of the employer, and any individual employed by said individual's parents, spouse or child.	<b>Discrimination</b>	It is an unlawful employment practice for an employer to discriminate based on sex. Does not make clear if "sex" includes pregnancy.	Westlaw – PA gov has updated their website and the full text of laws is available on a state website currently
	<i>Gallo v. John</i>		<b>Discrimination</b>	Discrimination based on pregnancy constitutes sex discrimination under the Pennsylvania	<a href="http://scholar.google.com/scholar_case?ca">http://scholar.google.com/scholar_case?ca</a>

	<i>Powell Chevrolet, Inc.</i> , 765 F. Supp. 198, 209 (M.D. Pa. 1991).			Human Rights Act.	se=5282984987276690071&hl=en&as_sdt=2&as_vis=1&oi=scholar
	43 Pa. Stat. §§ 954 and 955		<b>Discrimination</b>	Leave and accrual of benefits must be applied to a pregnancy-related disability on the same terms and conditions as they apply to other disabilities.	<a href="http://www.nlsa.us/resources/employment/e3_employment_discrimination.html">http://www.nlsa.us/resources/employment/e3_employment_discrimination.html</a>
	Commonwealth of Pennsylvania, Governor's Office. (2007). Management Directive 530.30(4) (f), (m).		<b>Leave</b>	State workers meeting FMLA requirements are entitled to six months of parental leave and six months of disability leave following the birth or adoption of a child, regardless of hours worked.	<a href="http://www.oa.pa.gov/Policies/md/Documents/530_30.pdf">http://www.oa.pa.gov/Policies/md/Documents/530_30.pdf</a>
	Commonwealth of Pennsylvania, Governor's Office. (2007). Management Directive 530.2(3)(e)		<b>Leave</b>	State workers meeting FMLA requirements are eligible for up to six months of leave to care for a family member with a serious health condition, including a pregnancy-related disability. Other permanent workers who have been employed for one year are eligible for 12 weeks of such leave.	<a href="http://www.oa.pa.gov/Policies/md/Documents/530_30.pdf">http://www.oa.pa.gov/Policies/md/Documents/530_30.pdf</a>
	35 Pa. Stat. § 636.3		<b>Breastfeeding</b>	A woman may breastfeed her child in any location where the mother is authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://jsg.legis.state.pa.us/resources/documents/ftp/documents/Public%20Health%20Law%20Report.pdf">http://jsg.legis.state.pa.us/resources/documents/ftp/documents/Public%20Health%20Law%20Report.pdf</a>
<b>Philadelphia</b>	Phil. Code, Ch. 9-	The law covers all employers.	<b>Discrimination and Accommodation</b>	The law prohibits denial of, or interference with, any individual's employment opportunities on the	<a href="http://library.amlegal.com/nxt/gateway.dll/">http://library.amlegal.com/nxt/gateway.dll/</a>

	1100, §§ 9-1103 and 9-1128			basis of pregnancy, childbirth, or a related medical condition. Additionally, employers must reasonably accommodate the needs of an employee that arise from pregnancy, childbirth or a related medical condition, for as long as (1) the employee requests the accommodation, and (2) the accommodation does not subject the employer to undue hardship. If the employer can show that the employee could not satisfy the requisites of her job even with the accommodation, the accommodation need not be provided.	Pennsylvania/philadelphia_pa/title4thePhiladelphiaBuildingConstruction/subcodeathePhiladelphiaAdministrativeCode?fn=templates\$fn=default.htm\$3.0\$vid=amlegal:philadelphia_pa\$sanc=JD_SubcodeA
<b>Rhode Island</b>	R.I. Gen. Laws Ann. § 28-5-7	Public employers and private employers of four or more people	<b>Discrimination</b>	It is an unlawful employment practice for an employer to discriminate based on sex. "Because of sex" or "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions, and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.	<a href="http://webserver.rilin.state.ri.us/Statutes/title28/28-5/28-5-7.HTM">http://webserver.rilin.state.ri.us/Statutes/title28/28-5/28-5-7.HTM</a>
	R.I. Gen. Laws Ann. § 28-48-2	Private employers with 50 or more employees. All state government employers. Local governments with 30 or more employees. Employee is any full-time employee who works an average of 30 hours per week.	<b>Leave</b>	Every employee who has been employed by the same employer for twelve consecutive months is entitled to thirteen consecutive work weeks of parental leave or family leave in any two calendar years. The employee must give thirty days' notice. Parental leave or family leave may consist of unpaid leave. If an employer provides paid parental leave or family leave for fewer than thirteen weeks, the additional weeks of leave added to attain the total of thirteen weeks required may be unpaid.  Taking parental leave does not result in the loss of benefits.	<a href="http://webserver.rilin.state.ri.us/Statutes/title28/28-48/28-48-2.HTM">http://webserver.rilin.state.ri.us/Statutes/title28/28-48/28-48-2.HTM</a>  <a href="http://webserver.rilin.state.ri.us/Statutes/TITLE28/28-48/28-48-">http://webserver.rilin.state.ri.us/Statutes/TITLE28/28-48/28-48-</a>

				Any employer who allows sick time or sick leave of an employee to be utilized after the birth of a child shall allow the same time to be used for the placement of a child sixteen (16) years of age or less	<a href="#">4.HTM</a>  <a href="http://webserver.rilin.state.ri.us/Statutes/TILE28/28-48/28-48-11.HTM">http://webserver.rilin.state.ri.us/Statutes/TILE28/28-48/28-48-11.HTM</a>
	State of Rhode Island. (2010, September 22). Employee Handbook: Sick Leave with Pay (Exception Code S). Retrieved 7 June 2013.	State workers	<b>Leave</b>	State workers may use up to 10 paid sick days each calendar year for the illness of an immediate family member.	<a href="http://www.hr.ri.gov/stateemployee/eehandbook.php#leave">http://www.hr.ri.gov/stateemployee/eehandbook.php#leave</a>
	Rhode Island Department of Labor and Training. (n.d.). Temporary Disability Insurance Frequently Asked Questions. Retrieved 7 June 2013.		<b>Leave and Insurance</b>	Rhode Island's Temporary Disability Insurance (TDI) program provides partial wage replacement to eligible workers who are temporarily disabled, including to women with pregnancy or childbirth-related disabilities. Workers are eligible for up to 30 weeks of TDI payments up to a maximum payment cap.  An employee is eligible for temporary caregiver benefits if he or she is: Bonding with a newborn child or a child newly placed for adoption or foster care with the employee or domestic partner Caring for a child, a parent, parent-in-law, grandparent, spouse, or domestic partner, who has a serious health condition	<a href="http://www.dlt.ri.gov/tdi/tdifaqs.htm">http://www.dlt.ri.gov/tdi/tdifaqs.htm</a>  <a href="http://webserver.rilin.state.ri.us/Statutes/TILE28/28-41/28-41-35.HTM">http://webserver.rilin.state.ri.us/Statutes/TILE28/28-41/28-41-35.HTM</a>
	R.I. Gen. Laws § 23-		<b>Breastfeeding</b>	An employer shall make a reasonable effort to provide a private, secure and sanitary room or	<a href="http://webserver.rilin.state.ri.us/Statutes/TI">http://webserver.rilin.state.ri.us/Statutes/TI</a>

	13.2-1 (2003)			other location in close proximity to the work area, other than a toilet stall, where an employee can express her milk or breastfeed her child.	TLE23/23-13.2/23-13.2-1.HTM
<b>Central Falls (Rhode Island)</b>	Gender Equity in the Workplace Act, to be codified as Revised Ordinances of the City of Central Falls, Rhode Island, Ch. 12, Art. 1, § 12-5	All employers in the City of Central Falls and all entities contracted with the City of Central Falls.	<b>Discrimination and Accommodation</b>	Employers may not deny employment opportunities to prospective or current employees on the basis of those employees' pregnancy, childbirth or a related medical condition. In addition, employers are required to reasonably accommodate all job applicants or current employees who have needs stemming from childbirth, pregnancy or a related medical condition, including but not limited to the need to express breast milk. Such accommodation need not be any greater than the one the employer would provide in the case of a similarly situated employee who also needs an accommodation, such as an employee who suffers an on-the-job injury. Employers need not accommodate the employee if doing so would cause them to suffer undue hardship; however, evidence that the employee has provided a similar accommodation to a similarly situated employee in the past establishes a rebuttable presumption that the undue hardship exception does not apply. Upon a finding of three or more individual violations, the city council may revoke or suspend the offending employer's license.	<a href="http://clerkshq.com/content/Attachments/centralfalls-ri/140414_12.pdf?clientSite=centralfalls-ri">http://clerkshq.com/content/Attachments/centralfalls-ri/140414_12.pdf?clientSite=centralfalls-ri</a>
<b>South Carolina</b>	S.C. Code Ann. § 1-13-80 S.C. Code Ann. § 1-13-30	Employers of at least 15 employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year,  "Employee" means an individual employed by an employer, except that the term "employee" shall not include any	<b>Discrimination</b>	It is an unlawful employment practice for an employer to discriminate based on sex. The terms "because of sex" or "on the basis of sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.	<a href="http://www.scstatehouse.gov/code/t01c013.php">http://www.scstatehouse.gov/code/t01c013.php</a>  <a href="http://www.schac.sc.gov/ed/Pages/PregnancyDiscrimination.aspx">http://www.schac.sc.gov/ed/Pages/PregnancyDiscrimination.aspx</a>



		person elected to public office in this State, or any person chosen by such officer to be on such officer's personal staff, or an appointee on the policy-making level or an immediate adviser with respect to the exercise of the constitutional or legal powers of the office			
	230 S.C. Code. Ann. §§ 8-11-40(C), 8-11-155	State Workers	<b>Leave</b>	State workers who earn sick leave may use up to 10 days to care for an ill immediate family member.	<a href="http://www.scstatehouse.gov/code/t08c011.php">http://www.scstatehouse.gov/code/t08c011.php</a>
	S.C. Code Ann. § 63-5-40 (2005)		<b>Breastfeeding</b>	A woman may breastfeed her child in any location where the mother is authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://www.scstatehouse.gov/code/t63c005.php">http://www.scstatehouse.gov/code/t63c005.php</a>
<b>South Dakota</b>	S.D. Codified Laws § 20-13-10; S.D. Admin. R. 20:03:09:12	Employee, any person who performs services for any employer for compensation.  Employer, any person within SD who hires or employees any employee.	<b>Discrimination</b>	An employer may not discriminate based on sex. Sex discrimination may include pregnancy discrimination.  <b>Employment</b> policies and practices, except for insurance, shall be applied to pregnancy and childbirth on the same terms and conditions as they are applied to other temporary disabilities. No employer shall provide for child care leave which discriminates on the basis of sex.	<a href="http://legis.state.sd.us/statutes/DisplayStatute.aspx?Statute=20-13-10&amp;Type=Statute">http://legis.state.sd.us/statutes/DisplayStatute.aspx?Statute=20-13-10&amp;Type=Statute</a>  <a href="http://legis.state.sd.us/rules/DisplayRule.aspx?Rule=20:03:09:12">http://legis.state.sd.us/rules/DisplayRule.aspx?Rule=20:03:09:12</a>  <a href="https://www.dol.gov/wb/maps/">https://www.dol.gov/wb/maps/</a>
	S.D. Codified Laws § 3-6C-7-9	Public employers	<b>Leave</b>	State employees are entitled to fourteen days leave of absence for sickness without loss of pay for each year the employee is in the employment of the state. Leave of absence for sickness may be advanced to an employee who has been in regular and continuous employment of the state	<a href="http://legis.state.sd.us/statutes/DisplayStatute.aspx?Type=Statute&amp;Statute=3-6C-7">http://legis.state.sd.us/statutes/DisplayStatute.aspx?Type=Statute&amp;Statute=3-6C-7</a>

				<p>for at least one full year if the employee has used up all of the employee's earned leave of absence for vacation and sickness. Employees may take an approved leave of absence without pay.</p> <p>Adoption of a child by any state employee is treated as natural childbirth for leave purposes.</p>	
	<p>S.D. Codified Laws § 58-17-111 (3)</p> <p>S.D. Codified Laws § 25-5-35</p>	Covered Employers	<p><b>Insurance</b></p> <p><b>Breastfeeding</b></p>	<p>In the case of an insurance policy covering disability arising out of pregnancy, childbirth, or miscarriage, the maximum benefit period may be one month, except if the plan is an employer plan with fifteen or more employees, then the maximum benefit period for pregnancy, childbirth, or miscarriage may not be less than the maximum benefit period for other covered disabilities</p> <p>A mother may breastfeed her child in any location, public or private, where the mother and child are otherwise authorized to be present as long as the mother is in compliance with all other state and municipal laws. However, no municipality may outright ban breastfeeding in public places.</p>	<p><a href="http://legis.state.sd.us/statutes/DisplayStatute.aspx?Type=Statute&amp;Statute=58-17">http://legis.state.sd.us/statutes/DisplayStatute.aspx?Type=Statute&amp;Statute=58-17</a></p> <p><a href="http://sdlegislature.gov/legislative_session/bills/Bill.aspx?Bill=77&amp;Session=2015">http://sdlegislature.gov/legislative_session/bills/Bill.aspx?Bill=77&amp;Session=2015</a></p>
<b>Tennessee</b>	Tenn. Code Ann. § 4-21-401	Employers of at least 8 people	<b>Discrimination</b>	An employer may not discriminate based on sex.	<a href="http://tn.gov/generalserv/cpo/sourcing/law/4-21-401.pdf">http://tn.gov/generalserv/cpo/sourcing/law/4-21-401.pdf</a>
	Tenn. Code Ann. § 4-21-408	Employers of at least 8 people	<b>Leave</b>	An employee that has worked for the same employer for at least 12 months may have up to four months of leave following a birth or adoption. Leave may be with or without pay at the employer's discretion. Employees are expected to give three months' notice to employers in order to not forfeit the right to return to full employment after the four months. If an employee is prevented from giving 3 months notice because of a medical emergency or a late notice of an adoption, they are still entitled to parental leave rights and benefits. Leave may be	<p><a href="http://www.tn.gov/lab-or-wfd/Title4-21-408.htm">http://www.tn.gov/lab-or-wfd/Title4-21-408.htm</a></p> <p><a href="https://www.tn.gov/humanrights/article/maternity-leave">https://www.tn.gov/humanrights/article/maternity-leave</a></p>

				with or without pay at the employer's discretion and shall not affect the employee's right to other benefits.	
	Tenn. Code Ann. § 8-50-802.	State Workers	<b>Leave</b>	State workers who earn sick leave may use it to care for an immediate family member, including a spouse disabled by pregnancy.  Sick leave may be used for maternity or paternity leave for a period not to exceed the employee's accumulated sick leave balance or thirty (30) working days, whichever is less.	<a href="http://www.tennessee.gov/sos/rules/1120/1120-06.pdf">http://www.tennessee.gov/sos/rules/1120/1120-06.pdf</a>
	Tenn. Code Ann. § 56-7-2351		<b>Insurance</b>	Any individual and group health insurance policy that provides coverage for pregnancy and/or maternity benefits may not be cancelled or terminated due to pregnancy of an enrollee in the plan. If and only if a person or the person's spouse is pregnant at the time the health insurance coverage is initially purchased, then at the time of the purchase, pregnancy and/or maternity benefits for the current pregnancy may be denied as a pre-existing condition.	<a href="http://www.lawserver.com/law/state/tennessee/tn-code/tennessee_code_56-7-2366">http://www.lawserver.com/law/state/tennessee/tn-code/tennessee_code_56-7-2366</a>
	Tenn. Code Ann. § 50-1-305 (1999)		<b>Breastfeeding</b>	Employers must provide daily unpaid break time for a mother to express breast milk for her infant child. Employers are also required to make a reasonable effort to provide a private location, other than a toilet stall, in close proximity to the workplace for this activity.	<a href="http://breastfeeding.tn.gov/">http://breastfeeding.tn.gov/</a>
	Tenn. Code Ann. § 68-58-101		<b>Breastfeeding</b>	A woman may breastfeed her child anywhere she has a right to be. Not clear if this extends to the workplace.	<a href="http://breastfeeding.tn.gov/">http://breastfeeding.tn.gov/</a>
<b>Texas</b>	Tex. Labor Code Ann. § 21.106	All public employers and private employers of at least fifteen employees working at least	<b>Discrimination</b>	A woman affected by pregnancy, childbirth, or a related medical condition shall be treated for all purposes related to employment, including receipt of a benefit under a fringe benefit program, in the same manner as another individual not affected	<a href="http://www.statutes.legis.state.tx.us/SOTW/Docs/LA/htm/LA.21.htm">http://www.statutes.legis.state.tx.us/SOTW/Docs/LA/htm/LA.21.htm</a>

		twenty weeks of the year		but similar in the individual's ability or inability to work.	
	Tex. Loc. Gov't Code §180.004 (2001).	Municipality or County	<b>Accommodation</b>	A municipality or a county is required to make a reasonable effort to accommodate an employee of the municipality or county who is determined by a physician to be partially physically restricted by a pregnancy.	<a href="http://www.statutes.legis.state.tx.us/Docs/LG/htm/LG.180.htm#180.004">http://www.statutes.legis.state.tx.us/Docs/LG/htm/LG.180.htm#180.004</a>
	236 Texas Gov't Code Ann. § 661.913.		<b>Leave</b>	State workers are entitled to up to 12 weeks of leave to care for a new child, regardless of hours worked. Leave may not be job-protected.	<a href="http://www.statutes.legis.state.tx.us/Docs/GV/htm/GV.661.htm#661.913">http://www.statutes.legis.state.tx.us/Docs/GV/htm/GV.661.htm#661.913</a>
	237 Texas Gov't Code Ann. § 661.202(d)-(e).		<b>Leave</b>	State workers who earn sick leave may use it for sickness, injury, pregnancy, or to care for an immediate family member.	<a href="http://www.statutes.legis.state.tx.us/Docs/GV/htm/GV.661.htm#661.202">http://www.statutes.legis.state.tx.us/Docs/GV/htm/GV.661.htm#661.202</a>
	Tex. Health Code Ann. § 165.002 (1995)		<b>Breastfeeding</b>	A woman may breastfeed her child in any location. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://www.statutes.legis.state.tx.us/Docs/HS/htm/HS.165.htm">http://www.statutes.legis.state.tx.us/Docs/HS/htm/HS.165.htm</a>
	Tex. Health Code Ann. § 165.003 et seq.		<b>Breastfeeding</b>	Businesses with policies supporting worksite breastfeeding may use the designation of "mother-friendly."	<a href="http://www.statutes.legis.state.tx.us/Docs/HS/htm/HS.165.htm">http://www.statutes.legis.state.tx.us/Docs/HS/htm/HS.165.htm</a>
<b>Utah</b>	Utah Code Ann. § 34A-5-106 (West)	public and private employers, employment agencies, labor organizations	<b>Discrimination</b>	An employer may not discriminate against anyone otherwise qualified on the basis of pregnancy, childbirth, or pregnancy-related conditions. A person must be "otherwise qualified" with or without reasonable accommodations.	<a href="http://le.utah.gov/code/TITLE34A/htm/34A05_010600.htm">http://le.utah.gov/code/TITLE34A/htm/34A05_010600.htm</a>
	Utah Code §34A-5-106	Employers with fifteen or more employees	<b>Accommodation</b>	Reasonable accommodations for needs related to pregnancy, childbirth, or related medical conditions (including breastfeeding) must be provided if requested by the worker, unless the accommodations would impose an undue hardship on the business. Employers can require	<a href="http://le.utah.gov/xcode/Title34a/Chapter5/34a-5-S106.html">http://le.utah.gov/xcode/Title34a/Chapter5/34a-5-S106.html</a>

				a doctor's note from the worker that lists the date the accommodation becomes advisable, the probable duration of the accommodation, and a statement explaining the advisability of the accommodation. Accommodations that an employer CANNOT require a doctor's note for are: more frequent restroom, food, and water breaks. Employers must post notice of these rights in a conspicuous location or include them in the employee handbook.	
	Utah Admin. Code R477-7-4	State workers	<b>Leave</b>	State employees are allowed up to 12 work weeks of family and medical leave for birth or adoption of a child, or care of a spouse, child or parent; state workers who earn sick leave may use it for preventive health and dental care, maternity, paternity, and adoption care, or for absence from duty because of illness, injury or disability of the employee, a spouse, children or parents living in the employee's home; or for qualifying FMLA purposes.	<a href="http://www.rules.utah.gov/publicat/code/r477/r477-007.htm">http://www.rules.utah.gov/publicat/code/r477/r477-007.htm</a>
	Utah Code Ann. § 17-15-25 (1995)		<b>Breastfeeding</b>	A woman has a right to breastfeed in public. It is unclear whether this authorization extends to her place of employment.	<a href="http://le.utah.gov/code/TITLE17/htm/17_15_002500.htm">http://le.utah.gov/code/TITLE17/htm/17_15_002500.htm</a>
	Utah Code Ann. § 34-49-202	Public employers	Breastfeeding	A public employee must be allowed reasonable breaks for each time the employee needs to breastfeed or express milk, for at least one year after the birth of their child. The employer shall consult with the employee to determine the frequency and duration of the breaks. The employer must provide the employee a (non-restroom) private area to breast feed, unless doing so would impose undue hardship on the employer. The employer must also provide adequate temporary storage for the breast milk (such as a refrigerator/freezer).	<a href="https://le.utah.gov/xcode/Title34/Chapter49/34-49-S202.html?v=C34-49-S202_2015051220150512">https://le.utah.gov/xcode/Title34/Chapter49/34-49-S202.html?v=C34-49-S202_2015051220150512</a>
<b>Vermont</b>	Vt. Stat. Ann. tit. 21, § 495 (West); 21 V.S.A. §	any employer, employment agency, or labor organization	<b>Discrimination</b>	It is unlawful for any employer to discriminate on the basis of sex.	<a href="http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00495">http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00495</a>

	1726.; 3 Vt SA § 961(6), 963				
	<i>Lavalley v. E.B. &amp; A.C. Whiting Co.</i> , 166 Vt. 205, 208, 692 A.2d 367, 369 (1997).		<b>Discrimination</b>	Discrimination based on pregnancy can be a violation of Vermont's Fair Employment Practices Act, but a defendant's placement of a pregnant woman on long-term disability at half pay (the employer's response to off-the-job injuries) was not considered a per se violation of the FEPA.	<a href="http://libraries.vermont.gov/sites/libraries/files/supct/166/94-657op.txt">http://libraries.vermont.gov/sites/libraries/files/supct/166/94-657op.txt</a>
	Vt. Stat. Ann. tit. 21, § 472 (West)	"Employer" employs 15 or more individuals for an average of at least 30 hours per week during a year. "Employee" means a person who has been continuously employed by the same employer for a period of one year for an average of at least 30 hours per week.	<b>Leave</b>	During any 12-month period, an employee may take unpaid family leave to care for a sick immediate family member or spouse for up to 12 weeks. The employee may use accrued sick leave or vacation leave or any other accrued paid leave for up to 6 of the 12 weeks. As long as the employee gives adequate notice, leave is job-protected, but the employer may require that the employee contribute to the cost of the benefits during the leave at the existing rate of employee contribution.	<a href="http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00472">http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00472</a>
	Vt. Stat. Ann. tit. 21, § 472	Employers with 10 or more employees; employees who have worked for at least one year for an average of 30 hours per week	<b>Leave</b>	Workers are eligible for up to up to 12 weeks of parental leave during pregnancy and following the birth or adoption of a child. The employee may use accrued sick leave or vacation leave or any other accrued paid leave for up to 6 of the 12 weeks. As long as the employee gives adequate notice, leave is job-protected, but the employer may require that the employee contribute to the cost of the benefits during the leave at the existing rate of employee contribution.	<a href="http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00472">http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00472</a>
	Vt. Stat. Ann. tit. 21, § 472a	"Employer" employs 15 or more individuals for an average of at least 30	<b>Leave</b>	Employees may be entitled to up to four hours in a thirty day period, but no more than twenty-four hours in a year, of short-term unpaid leave to attend their children's preschool or school	<a href="http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=004">http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=004</a>

		hours per week during a year. "Employee" means a person who has been continuously employed by the same employer for a period of one year for an average of at least 30 hours per week.		activities.	72a
	Vermont Department of Human Resources. (2008, August 4). Personnel Policy & Procedure Manual (pp. 281-282).	Public Sector	<b>Leave</b>	State workers may take up to four months of unpaid leave following the birth of a child. Women may use accrued sick leave for any period of disability or illness prior to childbirth and for up to six weeks after childbirth. Workers may take up to 12 weeks of family leave to care for a family member with a serious health condition, including a pregnancy-related disability.	<a href="http://humanresources.vermont.gov/sites/dhr/files/Documents/Policy%20Manual/Number%2014.2%20-%20FAMILY%20AND%20PARENTAL%20LEAVE.pdf">http://humanresources.vermont.gov/sites/dhr/files/Documents/Policy%20Manual/Number%2014.2%20-%20FAMILY%20AND%20PARENTAL%20LEAVE.pdf</a>
	Vt. Stat. Ann. tit. 21, § 305 (2008)		<b>Breastfeeding</b>	Employers must provide reasonable time throughout the day for nursing mothers to express breast milk for three years after the birth of a child. Employers must make a reasonable accommodation to provide appropriate private space that is not a bathroom stall.	<a href="http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00305">http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=21&amp;Chapter=005&amp;Section=00305</a>
	Vt. Stat. Ann. tit. 9, § 4502(j)		<b>Breastfeeding</b>	A woman has a right to breastfeed in any place of accommodation where she and the child have a right to be.	<a href="http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=09&amp;Chapter=139&amp;Section=04502">http://www.leg.state.vt.us/statutes/fullsection.cfm?Title=09&amp;Chapter=139&amp;Section=04502</a>
<b>Virginia</b>	Va. Code § 2.2-3903	All employers	<b>Discrimination</b>	An employer may not fire an employee because of sex, childbirth, pregnancy, or related medical conditions.	<a href="http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-3903">http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+2.2-3903</a>
	Va. Code § 2.2-3901		<b>Discrimination &amp; Accommodation</b>	Women affected by pregnancy, childbirth or related medical conditions shall be treated the same for all purposes as persons not so affected but similar in their abilities or disabilities.	<a href="http://law.lis.virginia.gov/vacode/title2.2/chapter39/section2.2-3901/">http://law.lis.virginia.gov/vacode/title2.2/chapter39/section2.2-3901/</a>
	Va. Code.	State Workers	<b>Leave and</b>	Some state workers are eligible for up to 125 days	<a href="http://leg1.state.va.us">http://leg1.state.va.us</a>

	Ann. § 51.1-1110; Va. Code. Ann. §§ 51.1-1107, 51.1-1108.		<b>insurance</b>	of full or partial wage replacement for pregnancy disability/maternity leave through Virginia's short-term disability insurance system. Some state workers are entitled to a few days per year of paid family or personal leave due to the illness or death of a family member. Those who have worked up to one year are eligible for 32 hours per year, while workers who have worked for more than a year receive 40 hours per year.	/cgi-bin/legp504.exe?000+cod+51.1-1110; <a href="http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+51.1-1107">http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+51.1-1107</a>  <a href="http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol457vsdp.pdf">http://www.dhrm.virginia.gov/docs/default-source/hrpolicy/pol457vsdp.pdf</a>
	Va. Code § 2.2-1147.1 (2002)		<b>Breastfeeding</b>	A woman has the right to breastfeed her child on any property owned, leased or controlled by the state. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://law.lis.virginia.gov/vacode/title2.2/chaapter11/section2.2-1147.1/">http://law.lis.virginia.gov/vacode/title2.2/chaapter11/section2.2-1147.1/</a>
<b>Washington</b>	Wash. Rev. Code Ann. § 49.60.180	All employers; excludes religious and nonprofit organizations	<b>Discrimination</b>	It is an unfair practice for any employer to discriminate based on sex.	<a href="http://apps.leg.wa.gov/rcw/default.aspx?cite=49.60.180">http://apps.leg.wa.gov/rcw/default.aspx?cite=49.60.180</a>
	<i>Hegwine v. Longview Fibre Co., Inc.</i> , 162 Wash. 2d 340, 348, 172 P.3d 688, 693 (2007).	All employers; excludes religious and nonprofit organizations	<b>Discrimination</b>	Claims of employment discrimination because of pregnancy are to be analyzed as matters of sex discrimination and are not subject to an accommodation analysis like that utilized in the disability context.	<a href="http://caselaw.findlaw.com/wa-court-of-appeals/1466290.html">http://caselaw.findlaw.com/wa-court-of-appeals/1466290.html</a>
	WAC 162-30-020 (4)(a-b)	All employers; excludes religious and nonprofit organizations	<b>Leave</b>	An employer shall provide a woman a leave of absence for the period of time that she is sick or temporarily disabled because of pregnancy or childbirth. Employers must treat a woman on pregnancy related leave the same as other employees on leave for sickness or other temporary disabilities. There may be circumstances when the application of the employer's general leave policy to pregnancy or childbirth will not afford equal	<a href="http://apps.leg.wa.gov/WAC/default.aspx?cite=162-30-020">http://apps.leg.wa.gov/WAC/default.aspx?cite=162-30-020</a>



				opportunity for women and men. One circumstance would be where the employer allows no leave for any sickness or other disability by any employee, or so little leave time that a pregnant woman must terminate employment. Because such a leave policy has a disparate impact on women, it is an unfair practice, unless the policy is justified by business necessity.	
	Rev. Code of WA Ann. § 49.78.220 (West)	Any employer who employs fifty or more employees for each working day during each of twenty or more calendar workweeks	<b>Leave</b>	An employee is entitled to a total of twelve workweeks of leave during any twelve-month period because of the birth of a child or the placement of a child with the employee for adoption or foster care, for up to one year after such birth or placement, and also in order to care for a family member of the employee, if the family member has a serious health condition.	<a href="http://app.leg.wa.gov/RCW/default.aspx?cite=49.78.220">http://app.leg.wa.gov/RCW/default.aspx?cite=49.78.220</a>
	Rev. Code of WA Ann. § 49.78.230 (West)	Any employer who employs fifty or more employees for each working day during each of twenty or more calendar workweeks	<b>Leave (intermittent or reduced)</b>	When leave is taken after the birth or placement of a child for adoption or foster care, an employee may take leave intermittently or on a reduced leave schedule with the employer's agreement. The taking of leave intermittently or on a reduced leave schedule under this section may not result in a reduction in the 12 weeks of leave to which the employee is entitled under <a href="http://app.leg.wa.gov/RCW/default.aspx?cite=49.78.220">RCW 49.78.220</a> beyond the amount of leave actually taken.	<a href="http://app.leg.wa.gov/RCW/default.aspx?cite=49.78.230">http://app.leg.wa.gov/RCW/default.aspx?cite=49.78.230</a>
<b>PENDING</b>	Wash. Rev. Code Ann. § 49.86.050	Employers of at least twelve people; employees who have worked at least a year.	<b>Leave and Insurance</b>	Family leave insurance benefits are payable for up to five weeks in a year. Family leave is job-protected.	<a href="http://apps.leg.wa.gov/rcw/default.aspx?cite=49.86.030">http://apps.leg.wa.gov/rcw/default.aspx?cite=49.86.030</a>
	Wash. Rev. Code § 49.12.270.	Eligible Public/Private Sector employees	<b>Leave</b>	Public and private sector employees entitled to sick leave or time off may use it to care for a child or a family member with a serious health condition. A domestic partner is considered a family member.	<a href="http://apps.leg.wa.gov/rcw/default.aspx?cite=49.12.270">http://apps.leg.wa.gov/rcw/default.aspx?cite=49.12.270</a>
	Wash. Admin. Code §§ 357-31-460, 357-31-	Workers who meet FMLA eligibility requirements	<b>Leave</b>	Workers who meet FMLA eligibility requirements may take up to six months of leave to care for a newborn or newly adopted child.	<a href="http://apps.leg.wa.gov/wac/default.aspx?cite=357-31-330">http://apps.leg.wa.gov/wac/default.aspx?cite=357-31-330</a>

	465, 357-31-475.				
<b>PENDING (Until funding is authorized)</b>	259 Wash. Rev. Code §§ 49.86.010, 49.86.030, 49.86.050. 260 Wash. Rev. Code § 49.86.090.	All employers; employees who have worked for at least 680 hours in the previous year	<b>Leave &amp; Insurance</b>	Washington state enacted a paid parental leave program that will go into effect in 2015. The program will provide eligible workers up to five weeks per year of paid leave to care for a newborn or newly adopted child. Leave taken under the family leave insurance program will run concurrently with any leave taken under the federal FMLA or the state family and medical leave act. Eligible state workers will have job-protected leave.	<a href="http://apps.leg.wa.gov/rcw/default.aspx?cite=49.86.050">http://apps.leg.wa.gov/rcw/default.aspx?cite=49.86.050</a>
	Wash. Rev. Code § 43.70.640 (2001); Wash. Rev. Code § 49.60.30(g)		<b>Breastfeeding</b>	Employers with approved breastfeeding policies may use the designation of "infant-friendly" on their promotional materials. A mother has a right to breastfeed her child in any place of public resort, accommodations, assemblage or amusement	<a href="http://apps.leg.wa.gov/rcw/default.aspx?cite=43.70.640">http://apps.leg.wa.gov/rcw/default.aspx?cite=43.70.640</a> ; <a href="http://apps.leg.wa.gov/rcw/default.aspx?cite=49.60.30">http://apps.leg.wa.gov/rcw/default.aspx?cite=49.60.30</a>
<b>West Virginia</b>	W. Va. Code Ann. § 5-11-9	Public and private employers	<b>Discrimination</b>	Prohibits discrimination based on sex. Discrimination based upon pregnancy constitutes illegal sex discrimination under the Human Rights Act. See <i>West Virginia Dept. of Natural Resources v. Myers</i> , 443 S.E.2d 229, 235 (1994).	<a href="http://www.legis.state.wv.us/WVCODE/ChapterEntire.cfm?chap=05&amp;art=11&amp;section=9">http://www.legis.state.wv.us/WVCODE/ChapterEntire.cfm?chap=05&amp;art=11&amp;section=9</a> <a href="http://law.justia.com/cases/west-virginia/supreme-court/1994/21538.html">http://law.justia.com/cases/west-virginia/supreme-court/1994/21538.html</a>
	W. Va. Code Ann. § 21-5D-4 and 21-5D-6	"Employer" includes any department, division, board, bureau, agency, commission or other unit of state government and any county board of education in the state.	<b>Leave</b>	State employees shall be entitled to a total of twelve weeks of unpaid family leave, following the exhaustion of all his or her annual and personal leave, during any twelve-month period for the birth or adoption of a child or to take care of an immediate family member who has a serious health condition. Family leave can be on a part-time basis and on a part-time leave schedule, but this period may not exceed twelve consecutive months. Leave is also job protected.	<a href="http://www.legis.state.wv.us/wvcode/code.cfm?chap=21&amp;art=5D">http://www.legis.state.wv.us/wvcode/code.cfm?chap=21&amp;art=5D</a>

	W.V. Code §§ 5-11B through §5-11B-6 and §5-11B-7	All employers who employ twelve or more persons for twenty or more calendar weeks in the calendar year in which the act of discrimination allegedly took place or the preceding calendar year	<b>Discrimination and Accommodation</b>	Employers are required to reasonably accommodate all job applicants or current employees with limitations stemming from pregnancy, childbirth or related medical conditions that are known to the employer. Job applicants or current employees who wish to be accommodated must submit written documentation from their health care providers. The documentation must specify the extent of the limitation as well as suggest possible accommodations. Neither job applicants nor current employees may be forced to accept any accommodations that they do not wish to accept. In addition, employers may not force current employees to take a leave of absence if a reasonable accommodation is available to address the limitation. No job applicant or current employee may be denied employment opportunities on the basis of the employer's refusal to accommodate the known limitation of that employee or applicant that stems from childbirth, pregnancy or related medical conditions.	<a href="http://www.legis.state.wv.us/Bill_Status/bills_text.cfm?billdoc=HB4284%20SUB.htm&amp;yr=2014&amp;sesstype=RS&amp;i=4284">http://www.legis.state.wv.us/Bill_Status/bills_text.cfm?billdoc=HB4284%20SUB.htm&amp;yr=2014&amp;sesstype=RS&amp;i=4284</a>
	W.Va. Code §16-1-19		<b>Breastfeeding</b>	A mother may breastfeed a child in any location open to the public.	<a href="http://www.legis.state.wv.us/Bill_Status/bills_text.cfm?billdoc=HB4335%20ENR%20SUB.htm&amp;yr=2014&amp;sesstype=RS&amp;i=4335">http://www.legis.state.wv.us/Bill_Status/bills_text.cfm?billdoc=HB4335%20ENR%20SUB.htm&amp;yr=2014&amp;sesstype=RS&amp;i=4335</a>
<b>Wisconsin</b>	Wis. Stat. Ann. § 111.321		<b>Discrimination</b>	No employer may engage in discrimination on the basis of sex.	<a href="http://docs.legis.wisconsin.gov/statutes/statutes/111/11/321">http://docs.legis.wisconsin.gov/statutes/statutes/111/11/321</a>
	Wis. Stat. Ann. § 111.36		<b>Discrimination</b>	Sex discrimination includes discrimination based on pregnancy, childbirth, maternity leave or related medical conditions; discrimination includes but is not limited to actions concerning fringe benefit programs covering illnesses and disability.	<a href="http://docs.legis.wisconsin.gov/statutes/statutes/111/11/36">http://docs.legis.wisconsin.gov/statutes/statutes/111/11/36</a>
	Wis. Stat. Ann. § 103.10	Public sector; All employers of at least 50 individuals in the private sector	<b>Leave</b>	Employers must allow employees to take up to six weeks of family leave in a twelve month period because of the birth of a child or the placement of an adoption, as long as the leave begins within sixteen weeks of the birth or placement.	<a href="http://docs.legis.wisconsin.gov/statutes/statutes/103/10">http://docs.legis.wisconsin.gov/statutes/statutes/103/10</a>

				Employees may also take up to two weeks of family leave to take care of an immediate family member (including a domestic partner) with a serious health condition. An employee who has a serious health condition which makes the employee unable to perform his or her employment duties may take medical leave for the period during which he or she is unable to perform those duties may take up to two weeks of family medical leave. This may apply to conditions arising from pregnancy.	
	Wisc. Admin. Code ER 18.14	Public Sector	<b>Leave</b>	Permanent classified state employees may take up to six consecutive months of maternity or paternity leave, including for adoption or foster care reasons. Upon request of the employee, the appointing authority may extend or renew a maternity leave of absence for additional periods of time, not to exceed a total of 6 months. Part or all of the original leave, extension or renewal may be covered by sick leave, leave of absence without pay, earned annual leave, sabbatical leave, holiday leave, compensatory time off at the employee's discretion, or anticipated annual leave.	<a href="https://docs.legis.wiscconsin.gov/code/admin_code/er/18/14">https://docs.legis.wiscconsin.gov/code/admin_code/er/18/14</a>
	Wis. Stat. § 103.10(5)(b)	Employers of at least 50 individuals	<b>Leave</b>	Employees who earn paid leave are entitled to use it for the birth or adoption of a child or to care for an ill immediate family member.	<a href="http://docs.legis.wiscconsin.gov/statutes/statutes/103/10">http://docs.legis.wiscconsin.gov/statutes/statutes/103/10</a>
	Wis. Adm. Code E.R. §§ 18.01(4), 18.03(4).	Public Sector	<b>Leave</b>	State workers who earn sick leave may use it for maternity, family medical appointments or for the emergency care of an ill or injured family member for up to five days per illness or injury.	<a href="http://docs.legis.wiscconsin.gov/code/admin_code/er/18.pdf">http://docs.legis.wiscconsin.gov/code/admin_code/er/18.pdf</a>
	Wis. Stat. § 108.04	Public and Private sector employers of at least four individuals	<b>Unemployment</b>	Employees who leave work due to an immediate family member's illness or disability may be qualified for unemployment benefits.	<a href="http://docs.legis.wiscconsin.gov/statutes/statutes/108/04">http://docs.legis.wiscconsin.gov/statutes/statutes/108/04</a>
	Wis. Stat. Ann. §		<b>Breastfeeding</b>	A mother may breast-feed her child in any public or private location where the mother and child are	<a href="http://docs.legis.wiscconsin.gov/statutes/sta">http://docs.legis.wiscconsin.gov/statutes/sta</a>

	253.165			otherwise authorized to be. It is unclear whether this authorization extends to a woman's place of employment.	tutes/253/165
<b>Wyoming</b>	Wyo. Stat. Ann. § 27-9-105	"Employer" includes all public employers and also private employers employing 2 or more persons, but excludes religious organizations.	<b>Discrimination</b>	Provides that an employer cannot discriminate a qualified disabled person or any person on the basis of sex or pregnancy.	<a href="http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title27/Title27.htm">http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title27/Title27.htm</a>
	Wyo. Stat. Ann. § 6-4-201		<b>Breastfeeding</b>	The act of breastfeeding an infant child, including breastfeeding in any place where the woman may legally be, does not constitute public indecency. It is unclear whether this authorization extends to a woman's place of employment.	<a href="http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title6/T6CH4AR2.htm">http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title6/T6CH4AR2.htm</a>
	WY Rules and Regulations AI HRD Ch. 6 s 16		<b>Leave</b>	The Family and Medical Leave policy of the State of Wyoming is the same as the federal Family and Medical Leave Act	<a href="https://rules.wyo.gov/Search.aspx">https://rules.wyo.gov/Search.aspx</a> <a href="http://wyospcr.state.wy.us/intranet/fmla.pdf">http://wyospcr.state.wy.us/intranet/fmla.pdf</a>