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Employers Need Nuanced Approach In Pregnancy Bias Maze, Law360 ft. Philip Voluck

By Scott Flaherty
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Law360, New York — With a growing number of states and cities adopting requirements to accommodate pregnant employees, employers face a confusing patchwork of laws that impose inconsistent obligations and make a one-size-fits-all approach to handling accommodation requests a bad idea, attorneys say.

Following the lead of several states and municipalities, Illinois Gov. Pat Quinn on Aug. 26 signed a law that bans discrimination against pregnant employees and requires employers to offer reasonable accommodations — ranging from light duty to assistance in performing manual labor to more frequent bathroom breaks…

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