

Reasonable Accommodation for Disabilities Due to Pregnancy

Article – State Government
Section 20–601(a) through (d); 20–606(a)(4); and 20–609
Annotated Code of Maryland (2013)

If you incur a disability as a result of or contributed to by pregnancy you have the right to request a reasonable accommodation that may include:

- **changing your job duties;**
- **changing your work hours;**
- **relocating your work area;**
- **providing mechanical or electrical aids;**
- **transferring you to a less strenuous or less hazardous position; or**
- **providing leave.**

You may be required to provide medical certification of the need for reasonable accommodation to the same extent a certification is required for other temporary disabilities. Such certification shall include:

- **the date the reasonable accommodation became medically advisable;**
- **the probable duration of the reasonable accommodation; and**
- **an explanatory statement as to the medical advisability of the reasonable accommodation.**

Company policies and practices regarding the availability of leave, 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 as they are applied to other temporary disabilities.

Know your rights and responsibilities under the law. Contact the

Maryland Commission on Human Relations

410-767-8600

1-800-637-6247

www.mchr.state.md.us