Engage PEO Client Alert:

Indiana - Pregnancy Accommodation Law

Indiana has enacted a new statute, 2021 Ind. HB 1309, which **allows employees to request a reasonable accommodation for pregnancy**. The new law **applies to employers with at least 15 employees and goes into effect on July 1, 2021.**

The new law provides that an employee may request, in writing, an accommodation related to pregnancy, childbirth, or any related medical conditions. The employer must respond to the employee's request within a reasonable amount of time. A request for accommodation does not require an employer to provide an accommodation for an employee's pregnancy or impose a duty or obligation upon the employer to provide an accommodation or an exception to the employer's policies. However, employers should take note that existing federal or state laws may require that an accommodation be provided.

The new law protects employees who seek an accommodation under the new law from discipline, termination, or other forms of retaliation for seeking or using an accommodation.

If you have questions about pregnancy accommodations, or employers' obligations under the new law, please contact your Engage HR Consultant.