Engage PEO Client Alert:

Arizona Expands State Law Employment Protections for Pregnant Workers

Arizona H.B. 2045, a new law signed by Governor Ducey in February, amends the state civil rights act which applies to employers with 15 or more employees. **As of the July 23, 2021 effective date, discrimination based on pregnancy, childbirth, and related medical conditions is expressly prohibited. This brings Arizona state law in line with federal protections under Title VII**.

H.B. 2045 will likely have little effect on employers who are already compliant with federal anti-discrimination law. However, employers may wish to take the opportunity to review their practices to ensure pregnancy, childbirth, and related medical conditions are considered a protected status throughout the organization.

Please contact your Human Resources Consultant with any questions about your current practices and this new law.