

# State of Maryland Commission on Civil Rights



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**Contact: Spencer Dove**  
**6 Saint Paul Street, Suite 900**  
**Baltimore, MD 21202-1631**  
**Phone: 410-767-8576**  
**Email: [spencer.dove@maryland.gov](mailto:spencer.dove@maryland.gov)**

**FOR IMMEDIATE RELEASE**  
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## **MARYLAND COMMISSION ON CIVIL RIGHTS ISSUES EMPLOYER GUIDANCE ON REASONABLE ACCOMMODATION FOR DISABILITIES DUE TO PREGNANCY**

**New Law Set to Go Into Effect October 1, 2013**

**Baltimore, MD** – The Maryland Commission on Civil Rights (MCCR) announced today that it has issued guidance for employers on how to comply with the new state law regarding accommodations for pregnant employees. Chapters 547 and 548 of the 2013 Acts of the Maryland General Assembly will go into effect on October 1, 2013. Under the law, employees are now granted a statutory right to a reasonable accommodation if the pregnancy causes or contributes to a disability, and if the accommodation does not impose an undue hardship on the employer.

The guidance is available on MCCR's website, <http://mccr.maryland.gov>. As a public service to Maryland's business community, MCCR is developing a poster for all businesses that can be printed and posted in the workplace to educate employees on their new rights and responsibilities under the law.

Employers are strongly encouraged to visit and review the MCCR issued guidance (located both on the home page and under the "Publications" tab), and to periodically check the website for updated anti-discrimination posters, brochures, and literature available for printing, distribution, and posting.

MCCR represents the interest of the State to ensure equal opportunity for all through enforcement of Title 19 of the State Procurement & Finance Article and 20 of the State Government Article, Annotated Code of Maryland. MCCR investigates complaints of discrimination in employment, housing, public accommodations and state contracts filed by members of protected classes under federal and state law. For additional information, please contact Spencer Dove at 410-767-8576 or by email at [spencer.dove@maryland.gov](mailto:spencer.dove@maryland.gov).

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