Pregnancy and Related Conditions under the Utah Antidiscrimination Act

- The Utah Antidiscrimination Act requires an employer to make a reasonable accommodation for an employee for pregnancy, child birth, breastfeeding, or a related condition, upon the employee’s request. **Utah Code** § 34A-5-106(1)(g) (2016).

- Unless the employer can show that the reasonable accommodation is an undue hardship as defined by the Act, it cannot require an employee to end the employment if a reasonable accommodation may be given, or deny employment opportunities to the employee if the denial is based on the need to make a reasonable accommodation. **Utah Code** § 34A-5-102(1)(w) (2016).

- An employer may require an employee seeking a reasonable accommodation based on pregnancy or a related condition to provide a medical certification. A medical certification must include:
  - the date the reasonable accommodation becomes medically advisable;
  - the probable duration of the accommodation; and

- An employer may not require an employee to obtain a certification from the employee’s health care provider for more frequent restroom, food, or water breaks. **Utah Code** § 34A-5-106(7)(c) (2016).

To learn more about your rights, please contact the Utah Antidiscrimination & Labor Division by calling 801-530-6801 or emailing discrimination@utah.gov.