Pregnancy and Related Conditions under the Utah Antidiscrimination Act

The Utah Antidiscrimination Act requires employers to provide reasonable accommodations for employees related to pregnancy, childbirth, breastfeeding, or related conditions, upon an employee’s request.

Further, the Act prohibits an employer from terminating an employee, or denying an employment opportunity, instead of providing reasonable accommodation.

However, an employer is not required to provide reasonable accommodation if it can demonstrate that doing so would create an undue hardship on its operations.

UTAH CODE § 34A-5-106(1)(g) (2016)

To learn more about your rights, please visit:


or email the Utah Antidiscrimination & Labor Division at discrimination@utah.gov