

HOUSE BILL NO. 1450

Introduced by

Representatives Roers Jones, Cory, Dakane, McLeod, Meier, O'Brien, Schneider, Strinden,
VanWinkle

Senators Myrdal, K. Roers

1 A BILL for an Act to amend and reenact subsection 2 of section 14-02.4-03 of the North Dakota
2 Century Code, relating to the definition of pregnancy in our discrimination laws.

3 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

4 **SECTION 1. AMENDMENT.** Subsection 2 of section 14-02.4-03 of the North Dakota
5 Century Code is amended and reenacted as follows:

6 2. It is a discriminatory practice for an employer to fail or refuse to make reasonable
7 accommodations for an otherwise qualified individual with a physical or mental
8 disability, because that individual is pregnant, or because of that individual's religion.
9 An employer is not required to provide an accommodation that would disrupt or
10 interfere with the employer's normal business operations; threaten an individual's
11 health or safety; contradict a business necessity of the employer; or impose an undue
12 hardship on the employer, taking into consideration the size of the employer's
13 business, the type of business, the financial resources of the employer, and the
14 estimated cost and extent of the accommodation. For purposes of this subsection,
15 "pregnant" includes pregnancy, childbirth, and related medical conditions.