

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2025

FILED SENATE  
Mar 25, 2025  
S.B. 588  
PRINCIPAL CLERK

S

D

SENATE BILL DRS45306-LR-151

Short Title: Pregnant Workers Protection Act. (Public)

Sponsors: Senators Murdock and Chitlik (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO PROTECT PREGNANT WOMEN FROM DISCRIMINATORY PRACTICES.  
3 The General Assembly of North Carolina enacts:

4 SECTION 1.(a) G.S. 95-151 reads as rewritten:

5 "§ 95-151. **Discrimination.**

6 No employer, employee, or any other person related to the administration of this Article shall  
7 be discriminated against in any work, procedure, or employment by reason of sex, race,  
8 pregnancy, ethnic origin, or by reason of religious affiliation."

9 SECTION 1.(b) G.S. 126-34.02(b) reads as rewritten:

10 "(b) The following issues may be heard as contested cases after completion of the agency  
11 grievance procedure and the Office of State Human Resources review:

12 (1) Discrimination or harassment. – An applicant for State employment, a State  
13 employee, or former State employee may allege discrimination or harassment  
14 based on race, religion, color, national origin, sex, age, disability, pregnancy,  
15 genetic information, or political affiliation if the employee believes that he or  
16 she has been discriminated against in his or her application for employment  
17 or in the terms and conditions of the employee's employment, or in the  
18 termination of his or her employment.

19 (2) Retaliation. – An applicant for State employment, a State employee, or former  
20 State employee may allege retaliation for protesting discrimination based on  
21 race, religion, color, national origin, sex, age, disability, pregnancy, political  
22 affiliation, or genetic information if the employee believes that he or she has  
23 been retaliated against in his or her application for employment or in the terms  
24 and conditions of the employee's employment, or in the termination of the  
25 employee's employment.

26 ...."

27 SECTION 2.(a) G.S. 168A-3 is amended by adding a new subdivision to read:

28 "(7b) Pregnancy and pregnancy-related conditions. – Pregnancy, childbirth, and  
29 related medical conditions, including lactation. Pregnancy and  
30 pregnancy-related conditions shall be considered a physical impairment for  
31 the purposes of this Chapter when they substantially limit one or more major  
32 life activities."

33 SECTION 2.(b) G.S. 168A-5 is amended by adding a new subsection to read:

34 "(a1) Pregnancy accommodations. – It is a discriminatory practice if an employer fails to  
35 provide reasonable accommodations for any limitation of an employee related to pregnancy,  
36 childbirth, or a related medical condition, unless the employer can demonstrate that providing



\* D R S 4 5 3 0 6 - L R - 1 5 1 \*

1 such accommodations would impose an undue hardship on the operation of the business of the  
2 employer. Reasonable accommodations may include, but are not limited to any one or more of  
3 the following:

- 4 (1) More frequent or longer bathroom breaks.
- 5 (2) Breaks for increased hydration.
- 6 (3) Breaks for periodic rest.
- 7 (4) Assistance with heavy manual labor.
- 8 (5) Job restructuring.
- 9 (6) Modified work schedules.
- 10 (7) Temporary transfer to a less strenuous or hazardous position.
- 11 (8) Providing a vacant position to an employee who cannot perform the essential  
12 functions of her job due to pregnancy or a pregnancy-related condition.
- 13 (9) Providing seating.
- 14 (10) Allowing the employee to maintain a healthy weight.
- 15 (11) Providing break time and appropriate facilities for expressing breast milk."

16 **SECTION 3.** G.S. 41A-3(3a) reads as rewritten:

17 "(3a) 'Handicapping condition' means (i) a physical or mental impairment which  
18 substantially limits one or more of a person's major life activities, (ii) a record  
19 of having such an impairment, or (iii) being regarded as having such an  
20 impairment. Handicapping condition does not include current, illegal use of  
21 or addiction to a controlled substance as defined in 21 U.S.C. § 802, the  
22 Controlled Substances Act. Handicapping condition includes pregnancy and  
23 pregnancy-related conditions as defined in G.S. 168A-3. The protections  
24 against discrimination on the basis of handicapping condition shall apply to a  
25 buyer or renter of a dwelling, a person residing in or intending to reside in the  
26 dwelling after it is sold, rented, or made available, or any person associated  
27 with the buyer or renter."

28 **SECTION 4.** This act becomes effective July 1, 2026, and applies to acts and  
29 omission occurring on or after that date.