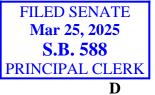
GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2025



S

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	SECT	TION 1.(a) G.S. 95-151 reads as rewritten:			
5	"§ 95-151. Disci	rimination.			
6		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		c origin, or by reason of religious affiliation."			
9		FION 1.(b) G.S. 126-34.02(b) reads as rewritten:			
10	"(b) The fe	ollowing issues may be heard as contested cases after completion of the agency			
11	grievance proced	ure 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		FION 2.(a) G.S. 168A-3 is amended by adding a new subdivision to read:			
28	" <u>(7b)</u>	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		TION 2.(b) G.S. 168A-5 is amended by adding a new subsection to read:			
34		ancy 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				



	General Assemb	ly Of North Carolina	Session 2025		
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	<u>(1)</u>	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 perfe			
12		functions of her job due to pregnancy or a pregnancy-related	condition.		
13	<u>(9)</u>	Providing seating.			
14	(10)	Allowing the employee to maintain a healthy weight.			
15	<u>(11)</u>	Providing break time and appropriate facilities for expressing	g breast milk."		
16	SECT	TON 3. G.S. 41A-3(3a) reads as rewritten:			
17	"(3a)	'Handicapping condition' means (i) a physical or mental im	pairment which		
18		substantially limits one or more of a person's major life activi	ties, (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	nt, 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 include	s 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	g to reside in the		
26		dwelling after it is sold, rented, or made available, or any p			
27		with the buyer or renter."			
28	SECT	TON 4. This act becomes effective July 1, 2026, and app	lies to acts and		
29		ng on or after that date.			

29 omission occurring on or after that date.