



## *Employers Need Nuanced Approach In Pregnancy Bias Maze, Law360 ft. Philip Voluck*

By Scott Flaherty  
(September 9, 2014)

*Law360, New York — With a growing number of states and cities adopting requirements to accommodate pregnant employees, employers face a confusing patchwork of laws that impose inconsistent obligations and make a one-size-fits-all approach to handling accommodation requests a bad idea, attorneys say.*

*Following the lead of several states and municipalities, Illinois Gov. Pat Quinn on Aug. 26 signed a law that bans discrimination against pregnant employees and requires employers to offer reasonable accommodations — ranging from light duty to assistance in performing manual labor to more frequent bathroom breaks...*