

# Pregnancy and Related Conditions under the Utah Antidiscrimination Act

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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:

<https://laborcommission.utah.gov/divisions/utah-antidiscrimination-and-labor-uald/employment-discrimination/>

or email the Utah Antidiscrimination & Labor Division  
at [discrimination@utah.gov](mailto:discrimination@utah.gov)

