

OHIO CIVIL RIGHTS COMMISSION COMMISSIONERS' GUIDANCE MANUAL

DATE: June 3, 2004

TECHNICAL POLICY T - 29

Page No. 1 of 1

T - 29 PREGNANCY/MATERNITY LEAVE

R.C. 4112.01(B) and 4112.02(A) require employers to treat women affected by pregnancy, childbirth, or related medical conditions the same for all employment related purposes as all other employees similar in their ability or inability to work. Specifically, women affected by pregnancy, childbirth, or related medical conditions are entitled to at least the same amount and type of leave and/or benefits as other employees who are provided leave and/or benefits for temporary disabling conditions. No employer is required to provide unlimited pregnancy/maternity leave, unless it provides unlimited leave to other employees similar in their ability or inability to work.

Notwithstanding the above, a leave policy implemented to circumvent the purposes and goals of R.C. 4112 is per se unreasonable and insufficient.