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## Pregnancy Discrimination

*Gray Reed's Employer Handbook*

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I doubt it, but you may have [heard me on KRLD](#) a couple of weeks ago discussing new rules relating to pregnancy discrimination issued by the Equal Employment Opportunity Commission. It appears that the EEOC has decided that pregnant employees deserve rights similar to those protected under the Americans with Disabilities Act. The problem is that the law doesn't back up the EEOC's new stance.

I don't want to see pregnant employees treated poorly and the new guidelines are not terrible, but I really don't like it when government agencies forget that it is their job to carry out the law instead of make it.

Given all the hubbub about this issue in the media, it seems like an appropriate time to send out [an edition on the Pregnancy Discrimination Act of 1978](#) (and EEOC attempts to expand it).