

# HOUSE BILL No. 1294

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## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 22-9.

**Synopsis:** Pregnancy and childbirth discrimination. Prohibits an employer from discriminating against a pregnant employee. Requires an employer to provide reasonable employment accommodations for a pregnant employee. Requires the civil rights commission to investigate complaints and attempt to resolve complaints.

**Effective:** July 1, 2020.

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## Engleman

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January 14, 2020, read first time and referred to Committee on Employment, Labor and Pensions.

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Second Regular Session of the 121st General Assembly (2020)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2019 Regular Session of the General Assembly.

**HOUSE BILL \_\_\_\_\_**

A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

*Be it enacted by the General Assembly of the State of Indiana:*

1 SECTION 1. IC 22-9-1-6, AS AMENDED BY P.L.205-2019,  
2 SECTION 25, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE  
3 JULY 1, 2020]: Sec. 6. (a) The commission shall establish and  
4 maintain a permanent office in the city of Indianapolis.  
5 (b) Except as it concerns judicial review, the commission may adopt  
6 rules under IC 4-22-2 to implement this chapter.  
7 (c) The commission shall formulate policies to effectuate the  
8 purposes of this chapter and make recommendations to agencies and  
9 officers of the state or local subdivisions ~~thereof~~ to effectuate such  
10 policies. The several departments, commissions, divisions, authorities,  
11 boards, bureaus, agencies, and officers of the state or any political  
12 subdivision or agency ~~thereof~~ shall furnish the commission, upon its  
13 request, all records, papers, and information in their possession relating  
14 to any matter before the commission.  
15 (d) The commission shall receive and investigate complaints  
16 alleging discriminatory practices. The commission shall not hold  
17 hearings in the absence of a complaint. All investigations of complaints



1 shall be conducted by staff members of the civil rights commission or  
2 their agents.

3 (e) The commission may create such advisory agencies and  
4 conciliation councils, local or statewide, as will aid in effectuating the  
5 purposes of this chapter. The commission may itself, or it may  
6 empower these agencies and councils to:

7 (1) study the problems of discrimination in the areas covered by  
8 section 2 of this chapter when based on race, religion, color, sex,  
9 handicap, national origin, or ancestry; and

10 (2) foster through community effort, or otherwise, good will  
11 among the groups and elements of the population of the state.

12 These agencies and councils may make recommendation to the  
13 commission for the development of policies and procedures in general.  
14 Advisory agencies and conciliation councils created by the commission  
15 shall be composed of representative citizens serving without pay, but  
16 with reimbursement for reasonable and necessary actual expenses.

17 (f) The commission may issue such publications and such results of  
18 investigations and research as in its judgment will tend to promote  
19 good will and minimize or eliminate discrimination because of race,  
20 religion, color, sex, handicap, national origin, or ancestry.

21 (g) The commission shall prevent any person from discharging,  
22 expelling, or otherwise discriminating against any other person because  
23 the person filed a complaint, testified in any hearing before this  
24 commission, or in any way assisted the commission in any matter under  
25 its investigation.

26 (h) The commission may hold hearings, subpoena witnesses, compel  
27 their attendance, administer oaths, take the testimony of any person  
28 under oath, and require the production for examination of any books  
29 and papers relating to any matter under investigation or in question  
30 before the commission. The commission may make rules as to the  
31 issuance of subpoenas by individual commissioners. Contumacy or  
32 refusal to obey a subpoena issued under this section shall constitute a  
33 contempt. All hearings shall be held within Indiana at a location  
34 determined by the commission. A citation of contempt may be issued  
35 upon application by the commission to the circuit or superior court in  
36 the county in which the hearing is held or in which the witness resides  
37 or transacts business.

38 (i) The commission may:

39 (1) before July 1, 2020, appoint administrative law judges other  
40 than commissioners; and

41 (2) after June 30, 2020, request assignment of an administrative  
42 law judge (as defined in IC 4-21.5-1-2);



1 when an appointment is deemed necessary by a majority of the  
 2 commission. The administrative law judges shall be members in good  
 3 standing before the bar of Indiana and shall be appointed by the  
 4 chairman of the commission. An administrative law judge appointed  
 5 under this subsection shall have the same powers and duties as a  
 6 commissioner sitting as an administrative law judge. However, the  
 7 administrative law judge may not issue subpoenas.

8 (j) The commission shall state its findings of fact after a hearing  
 9 and, if the commission finds a person has engaged in an unlawful  
 10 discriminatory practice, shall cause to be served on this person an order  
 11 requiring the person to cease and desist from the unlawful  
 12 discriminatory practice and requiring the person to take further  
 13 affirmative action as will effectuate the purposes of this chapter,  
 14 including but not limited to the power:

15 (1) to restore the complainant's losses incurred as a result of  
 16 discriminatory treatment, as the commission may deem necessary  
 17 to assure justice; however, except in discriminatory practices  
 18 involving veterans, this specific provision when applied to orders  
 19 pertaining to employment shall include only wages, salary, or  
 20 commissions;

21 (2) to require the posting of notice setting forth the public policy  
 22 of Indiana concerning civil rights and the respondent's compliance  
 23 with the policy in places of public accommodations;

24 (3) to require proof of compliance to be filed by the respondent at  
 25 periodic intervals; and

26 (4) to require a person who has been found to be in violation of  
 27 this chapter and who is licensed by a state agency authorized to  
 28 grant a license to show cause to the licensing agency why the  
 29 person's license should not be revoked or suspended.

30 When an employer has been found to have committed a discriminatory  
 31 practice in employment by failing to employ an applicant on the basis  
 32 that the applicant is a veteran, the order to restore the veteran's losses  
 33 may include placing the veteran in the employment position with the  
 34 employer for which the veteran applied. **When an employer is found  
 35 to have committed a discriminatory practice in employment under  
 36 IC 22-9-12 by failing to accommodate an employee who is affected  
 37 by pregnancy (as defined in IC 22-9-12-5), the commission may, in  
 38 addition to the other relief provided in this subsection, order the  
 39 employer to provide the reasonable accommodation.**

40 (k) Judicial review of a cease and desist order or other affirmative  
 41 action as referred to in this chapter may be obtained under IC 22-9-8.  
 42 If no proceeding to obtain judicial review is instituted within thirty (30)



1 days from receipt of notice by a person that an order has been made by  
2 the commission, the commission, if it determines that the person upon  
3 whom the cease and desist order has been served is not complying or  
4 is making no effort to comply, may obtain a decree of a court for the  
5 enforcement of the order in circuit or superior court upon showing that  
6 the person is subject to the commission's jurisdiction and resides or  
7 transacts business within the county in which the petition for  
8 enforcement is brought.

9 (l) If, upon all the evidence, the commission shall find that a person  
10 has not engaged in any unlawful practice or violation of this chapter,  
11 the commission shall state its findings of facts and shall issue and  
12 cause to be served on the complainant an order dismissing the  
13 complaint as to the person.

14 (m) The commission may furnish technical assistance requested by  
15 persons subject to this chapter to further compliance with this chapter  
16 or with an order issued under this chapter.

17 (n) The commission shall promote the creation of local civil rights  
18 agencies to cooperate with individuals, neighborhood associations, and  
19 state, local, and other agencies, both public and private, including  
20 agencies of the federal government and of other states.

21 (o) The commission may reduce the terms of conciliation agreed to  
22 by the parties to writing (to be called a consent agreement) that the  
23 parties and a majority of the commissioners shall sign. When signed,  
24 the consent agreement shall have the same effect as a cease and desist  
25 order issued under subsection (j). If the commission determines that a  
26 party to the consent agreement is not complying with it, the  
27 commission may obtain enforcement of the consent agreement in a  
28 circuit or superior court upon showing that the party is not complying  
29 with the consent agreement and the party is subject to the commission's  
30 jurisdiction and resides or transacts business within the county in  
31 which the petition for enforcement is brought.

32 (p) In lieu of investigating a complaint and holding a hearing under  
33 this section, the commission may issue an order based on findings and  
34 determinations by the federal Department of Housing and Urban  
35 Development or the federal Equal Employment Opportunity  
36 Commission concerning a complaint that has been filed with one (1) of  
37 these federal agencies and with the commission. The commission shall  
38 adopt by rule standards under which the commission may issue such an  
39 order.

40 (q) Upon notice that a complaint is the subject of an action in a  
41 federal court, the commission shall immediately cease investigation of  
42 the complaint and may not conduct hearings or issue findings of fact or



1 orders concerning that complaint.

2 SECTION 2. IC 22-9-12 IS ADDED TO THE INDIANA CODE AS  
3 A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY  
4 1, 2020]:

5 **Chapter 12. Pregnancy and Childbirth Discrimination**

6 **Sec. 1. This chapter applies only to an employer who employs  
7 fifteen (15) or more persons.**

8 **Sec. 2. "Commission" means the civil rights commission created  
9 by IC 22-9-1-4.**

10 **Sec. 3. "Complaint" has the meaning set forth in IC 22-9-1-3(o).**

11 **Sec. 4. Subject to section 1 of this chapter, "employer" has the  
12 meaning set forth in IC 22-9-1-3(h).**

13 **Sec. 5. "Pregnancy" or "pregnant" includes pregnancy,  
14 childbirth, or related medical conditions.**

15 **Sec. 6. (a) "Reasonable accommodation" means a modification  
16 or adjustment to address medical needs related to pregnancy.**

17 **(b) Reasonable accommodations may include, but are not  
18 limited to, the following:**

19 **(1) More frequent or longer breaks.**

20 **(2) Modification of uniforms.**

21 **(3) Time off work to recover from childbirth.**

22 **(4) Acquisition or modification of equipment.**

23 **(5) Seating.**

24 **(6) Temporary transfer to a less strenuous or less hazardous  
25 position.**

26 **(7) Job restructuring.**

27 **(8) Light duty.**

28 **(9) Work break time for expressing breast milk.**

29 **(10) Private nonbathroom space for expressing breast milk.**

30 **(11) Assistance with physical or manual labor.**

31 **(12) Modified work schedules.**

32 **Sec. 7. "Undue hardship" has the meaning set forth in  
33 IC 22-9-5-18(a).**

34 **Sec. 8. It is the policy of the state to prohibit discrimination  
35 against an employee due to the pregnancy of the employee.**

36 **Sec. 9. (a) It is an unlawful employment practice for an  
37 employer to discriminate against an employee on the basis of the  
38 pregnancy of the employee.**

39 **(b) It is unlawful discrimination for an employer to:**

40 **(1) fail to make a reasonable accommodation for the known  
41 limitations of an employee related to the pregnancy of the  
42 employee, unless the employer can demonstrate that the**



1 accommodation would impose an undue hardship on the  
2 employer;

3 (2) take adverse action against an employee because the  
4 employee has requested or used an accommodation for the  
5 employee's pregnancy, including but not limited to failing to  
6 reinstate the employee to the employee's original job or an  
7 equivalent position with equivalent pay, accumulated  
8 seniority, retirement fringe benefits, and applicable service  
9 credits when the employee's need for a reasonable  
10 accommodation ends;

11 (3) deny an employment opportunity to a qualified employee  
12 if the denial is the result of the employee having requested a  
13 reasonable accommodation or an employer having made a  
14 reasonable accommodation for the pregnancy of the  
15 employee;

16 (4) require an employee to accept an accommodation the  
17 employee does not want to accept with respect to the  
18 employee's pregnancy, if that accommodation is unnecessary  
19 to enable the employee to perform the employee's job;

20 (5) require an employee to take leave if another reasonable  
21 accommodation can be provided for the employee's  
22 pregnancy; or

23 (6) fail to engage with good faith in a timely and interactive  
24 process with an employee who the employer knows has  
25 limitations related to pregnancy to determine effective and  
26 reasonable accommodations.

27 **Sec. 10. (a) An employer shall provide written notice to:**

28 (1) a new employee, at the commencement of employment;

29 (2) an existing employee, before November 1, 2020; and

30 (3) an employee who notifies her employer that she is  
31 pregnant, not later than ten (10) days after the employee  
32 notifies the employer of the employee's pregnancy;

33 that the employee has the right to be free from discrimination  
34 based on the employee's pregnancy, and that the employer must  
35 make reasonable accommodations for the employee's pregnancy  
36 unless doing so would impose an undue hardship on the employer.

37 (b) Notice under this section must be conspicuously posted at the  
38 employer's place of business in an area accessible to employees.

39 (c) The commission shall develop educational materials and  
40 make public education efforts to inform employers, employees,  
41 employment agencies, and job applicants of:

42 (1) employee rights; and



1           **(2) duties of employers;**  
2 **under this chapter.**

3           **Sec. 11. (a) The commission shall receive, investigate, and**  
4 **attempt to resolve complaints of violations of this chapter from**  
5 **complainants in the manner provided by IC 22-9-1-6.**

6           **(b) At the conclusion of an investigation, the commission shall**  
7 **determine if a violation of this chapter exists.**

8           **(c) If, at any time following the filing of a complaint, the**  
9 **commission or an administrative law judge concludes that prompt**  
10 **action is necessary to carry out the purposes of this chapter, the**  
11 **commission or administrative law judge may order appropriate**  
12 **temporary or preliminary relief, including an order that an**  
13 **employer immediately provide the requested reasonable**  
14 **accommodation, pending final disposition of the complaint.**

15           **Sec. 12. This chapter does not preempt, limit, diminish, or affect**  
16 **other state or federal laws concerning sex discrimination,**  
17 **pregnancy discrimination, or childbirth discrimination.**

