**Section 2535.20 Definitions**

Act – the Illinois Human Rights Act [775 ILCS 5].

Commission – the Illinois Human Rights Commission.

Common condition related to pregnancy or childbirth – a condition that commonly develops as a result of pregnancy or childbirth, or the physiological changes or processes that accompany pregnancy or childbirth. Examples of common conditions related to pregnancy or childbirth include, but are not limited to, backaches, cramping, headaches, morning sickness or nausea, frequent urination, sleeplessness, fatigue, lifting impairments, physical imbalance, swollen ankles, feet or fingers, and lactation.

Department – the Illinois Department of Human Rights.

Health care provider – a person who provides medical or health services related to pregnancy or childbirth, including, but not limited to, obstetricians or gynecologists, perinatologists, family physicians, physician assistants, nurse practitioners, certified nurse midwives, and certified doulas.

Medical condition related to pregnancy or childbirth – a physical or mental impairment, condition, feature or attribute that develops as a result of or in conjunction with pregnancy or childbirth. Medical conditions related to pregnancy or childbirth need not constitute a disability within the meaning of the Act and may be transitory in nature. Examples of medical conditions related to pregnancy or childbirth include, but are not limited, to gestational diabetes, preeclampsia, post-partum depression, ectopic pregnancy, miscarriage, hypothyroidism and toxoplasmosis.

Pregnancy condition – pregnancy, childbirth or medical or common condition related to pregnancy or childbirth.

Reasonable accommodation – shall have the same meaning ascribed in Section 2‑102(J) of the Act.

Undue hardship – shall have the same meaning ascribed in Section 2-102(J) of the Act.