**Section 2535.200 Discrimination on the Basis of Pregnancy in Employment**

a) An employer may not refuse to hire, to segregate, or to act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment on the basis of a pregnancy condition.

b) An employer shall treat women affected by a pregnancy condition the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other job applicants or employees not so affected but similar in their ability or in ability to work, regardless of the source of the inability to work or employment classification or status.

c) An employer may not deny employment opportunities or benefits to, or otherwise take an adverse action against, a job applicant or employee based on the job applicant's or employee's past pregnancy condition or because of the employee's potential or intention to become pregnant.