**Section 2535.220 Forced Accommodation or Leave**

a) An employer shall not require a job applicant or employee affected by her pregnancy condition to accept an accommodation when the job applicant or employee did not request the accommodation and the job applicant or employee chooses not to accept the employer's accommodation.

b) An employer may suggest alternative accommodations to the job applicant or employee as part of the interactive process set forth in Section 2535.120.

c) An employer may not require an employee to take leave under any leave law or policy of the employer without first satisfying the employer's obligation to make reasonable accommodations for the employee's pregnancy condition pursuant to Subpart B, including, but not limited to, exploring whether a reasonable accommodation other than a forced leave can be provided to the employee and engaging in the interactive process to determine the effective reasonable accommodation.