



**Committee:** Senate Judicial Proceedings Committee

**Bill:** House Bill 536 - Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions

**Hearing Date:** March 25, 2026

**Position:** Support

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The Maryland Affiliate of the American College of Nurse Midwives (ACNM) strongly supports *House Bill 536 - Employment Discrimination - Reasonable Accommodations - Disabilities Due to Childbirth, Menopause, and Related Medical Conditions*. The bill requires Maryland employers to make reasonable accommodations for conditions related to childbirth and menopause. ACNM supports this legislation because it advances the health and economic wellbeing of Marylanders. Women remain at a disadvantage because workplaces do not adequately accommodate the needs of people going through pregnancy or menopause.<sup>i</sup> States like Rhode Island are beginning to update their workplace accommodation laws.<sup>ii</sup>

We ask for a favorable report. If we can provide any further information, please contact Robyn Elliott at [relliott@policypartners.net](mailto:relliott@policypartners.net) or (443) 926-3443.

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<sup>i</sup> <https://pmc.ncbi.nlm.nih.gov/articles/PMC11784698/>

<sup>ii</sup> <https://www.disabilityleavelaw.com/2025/08/articles/uncategorized/rhode-island-first-in-nation-to-require-accommodation-of-employees-menopause-effective-immediately/>