



Doula Alliance of Maryland
3/23/2026

Chair and Members of the Committee
Maryland General Assembly

RE: HB 536 – Employment Discrimination – Reasonable Accommodations – Disabilities Due to
Childbirth, Menopause, and Related Medical Conditions
Position: FAVORABLE

Dear Chair and Members of the Committee,

On behalf of the Doula Alliance of Maryland (DAM), I am writing to express our strong support for House Bill 536.

As a statewide coalition of doulas, birth workers, advocates, and community-based providers, we work at the intersection of maternal health, workforce sustainability, and reproductive justice. We see firsthand how gaps in workplace protections directly impact the health, recovery, and economic stability of the families we serve.

HB 536 is a critical and timely step forward. By expanding reasonable accommodation protections to include childbirth, menopause, and related medical conditions, this bill reflects the full spectrum of reproductive and hormonal health experiences that shape people's ability to safely remain in the workforce .

In our work, we regularly support individuals navigating postpartum recovery, lactation needs, and complex physical and emotional transitions after birth. Too often, these individuals return to work without the support they need—or leave the workforce altogether—because their needs are not recognized or accommodated. This is especially true for Black women and low-wage workers, who are disproportionately impacted by both maternal health inequities and workplace instability.

We are particularly supportive of provisions that:

- Require employers to engage in a good faith process to identify reasonable accommodations such as modified duties, adjusted schedules, or temporary transfers;
- Explicitly recognize lactation and menopause-related symptoms as conditions deserving of protection; and
- Maintain a balanced approach that considers employer operations while still prioritizing worker health and dignity.

From a maternal health perspective, this bill is not just about employment—it is about health outcomes, recovery, and long-term well-being. When individuals are supported during postpartum healing and other critical life transitions, we see better outcomes for parents, babies, and families overall.

HB 536 also aligns with Maryland's broader efforts to address maternal morbidity and mortality and to build a more equitable and sustainable care ecosystem. Workplace protections like these are a key part of that ecosystem.

The Doula Alliance of Maryland urges a favorable report on House Bill 536.
Thank you for your continued leadership and commitment to the health and well-being of Maryland families.

Sincerely,
Ana Rodney

Director of Advocacy and Public Policy
Doula Alliance of Maryland