Executive Summary: Health Impact Review of SHB 2307
Providing Reasonable Accommodations in the Workplace for Pregnant Women

Evidence indicates that SHB 2307 has potential to improve maternal and child health and to decrease health disparities by race/ethnicity and income.

BILL INFORMATION


Summary of Bill:
- Requires employers to provide reasonable accommodation in employment for pregnancy, childbirth, or pregnancy-related health conditions, unless the accommodation would impose an undue hardship on the employer.
- Defines “reasonable accommodations” as measures that enable the proper performance of the job and enable the enjoyment of equal benefits, privileges, or terms and conditions of employment.
- Provides an example list of potential reasonable accommodations.

HEALTH IMPACT REVIEW

Summary of Findings:
This Health Impact Review found the following evidence regarding the provisions in SHB 2307:
- A fair amount of evidence that employers would comply with reasonable pregnancy accommodations policies and that employees would use reasonable accommodations when available and needed.
- Very strong evidence that some occupational environments and exposures during pregnancy can pose a risk to maternal and child health, and therefore pregnancy accommodations have potential to improve child and maternal health outcomes.
- Very strong evidence that improving maternal and child health outcomes through reasonable pregnancy accommodations would decrease health disparities by race/ethnicity and income in Washington State.

FULL REVIEW

For review methods, logic model, strength-of-evidence analyses, and citations of empirical evidence refer to the full Health Impact Review:


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