

116TH CONGRESS  
1ST SESSION

# H. R. 4738

To amend the Civil Rights Act of 1964 to provide protections against pregnancy discrimination in the workplace, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

OCTOBER 18, 2019

Mr. WALBERG (for himself, Mrs. WAGNER, Ms. STEFANIK, and Mrs. WALORSKI) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To amend the Civil Rights Act of 1964 to provide protections against pregnancy discrimination in the workplace, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Pregnancy Discrimina-  
5 tion Amendment Act”.

6 **SEC. 2. PROTECTIONS AGAINST PREGNANCY DISCRIMINA-**  
7 **TION IN THE WORKPLACE.**

8 Section 701(k) of the Civil Rights Act of 1964 (42  
9 U.S.C. 2000e(k)) is amended in the first sentence, by

1 striking “as other persons not so affected but similar in  
2 their ability” and inserting “as any other applicants for  
3 employment with, or employees employed by, the same em-  
4 ployer, in work that is performed under similar working  
5 conditions, who are not so affected but similar in their  
6 temporary ability”.

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