

**NOTICE OF PUBLIC HEARING
OHIO CIVIL RIGHTS COMMISSION**

On February 21, 2007, the Ohio Civil Rights Commission will hold a public hearing on proposed changes to Chapter 4112-5-05 (G) (pregnancy discrimination) of the Ohio Administrative Code. The hearing will be held at 10:00 a.m. in the Continental Room (Lower Level) at the Commission's Central Office, located at 1111 E. Broad Street, Columbus, Ohio 43201.

PROPOSED RULE CHANGE

4112-5-05 (G) – Amend

The Commission recommends that this rule be amended in order to clarify the rights of pregnant employees and the obligations of employers. The proposed revision ensures that pregnant employees are treated the same as other employees similar in their ability or inability to work by eliminating the language requiring that employers provide reasonable and sufficient leave to pregnant employees irrespective of the terms and conditions on which leave is provided to other employees. This revision is consistent with the statutory provision which provides that pregnant women "be treated the same for all employment-related purposes" as other employees who are unable to work. In short, the proposed revision, like the statute, will ensure equal treatment of pregnant employees in the workplace.

A copy of the proposed rule is available at <http://www.registerofohio.state.oh.us/>. Either written or verbal testimony on these rules will be taken at the public hearing (as referenced above). Additionally, written comments submitted or postmarked and time stamped no later than the date of the public hearing will be treated as testimony.