

1 A bill to be entitled
 2 An act relating to discrimination; amending s. 760.10,
 3 F.S.; prohibiting employment discrimination on the
 4 basis of pregnancy, childbirth, or related medical
 5 conditions; providing an exception for certain
 6 benefits; providing an effective date.

7
 8 Be It Enacted by the Legislature of the State of Florida:
 9

10 Section 1. Paragraph (c) is added to subsection (1) of
 11 section 760.10, Florida Statutes, to read:

12 760.10 Unlawful employment practices.—

13 (1) It is an unlawful employment practice for an employer:

14 (c) To discharge or to fail or refuse to hire any
 15 individual, or otherwise to discriminate against any individual
 16 with respect to compensation, terms, conditions, or privileges
 17 of employment, because of or on the basis of pregnancy,
 18 childbirth, or related medical conditions. A woman affected by
 19 pregnancy, childbirth, or related medical conditions shall be
 20 treated the same for all employment-related purposes, including
 21 receipt of benefits under fringe benefit programs, as other
 22 persons not so affected but similar in their ability or
 23 inability to work. This paragraph shall not require an employer
 24 to pay for health insurance benefits for abortion.

25 Section 2. This act shall take effect July 1, 2013.