



Kansas City Lawyer Talks to SHRM about Vaccine Mandates and Pregnancy-Related Accommodations

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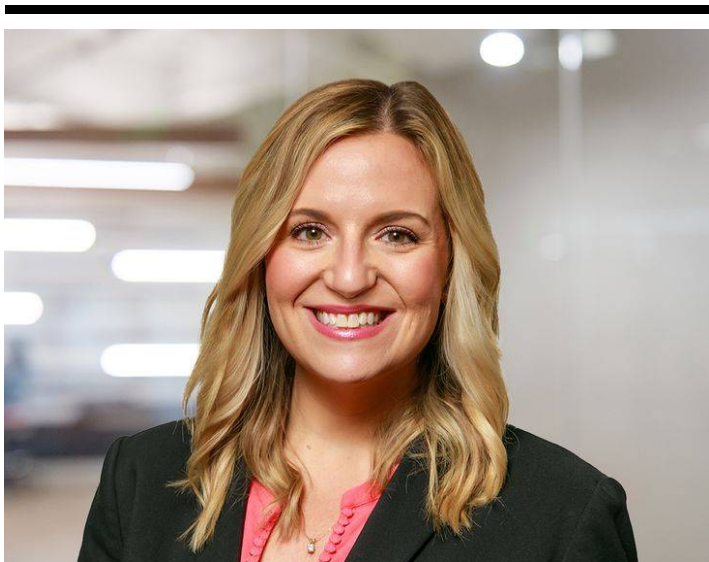
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In an interview with SHRM, **Samantha Monsees** weighs in on how employers should approach pregnant employees and vaccine mandates. First and foremost, Samantha says, "employers should be mindful that discrimination based on pregnancy and related conditions is unlawful and treating pregnant women differently than those who are not pregnant can be problematic." While the ADA does not include pregnancy, Samantha advises that "employers should treat pregnant employees the same as they would treat any other employee with a disability or medical condition." Additionally, she advises employers to continue educating their workforce with the most up-to-date data and research. And finally, Samantha says employers should approach each case with compassion and understanding.

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