A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

Councilmember David Grosso introduced the following bill, which was referred to the Committee on ____________________.

An ACT to amend the Human Rights Act of 1977 to ensure that individuals are protected from discrimination by an employer or employment agency based on an individual’s or dependent’s reproductive health decision making.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Reproductive Health Non-Discrimination Amendment Act of 2014”.
Sec. 2. Section 211 (D.C. Official Code § 2-1402.11) of the Human Rights Act of 1977, effective December 13, 1977 (D.C. Law 2-38; D.C. Official Code § 2-1401.01 et seq.), is amended to add a subsection (d) to read as follows:

"(d) An employer or employment agency shall not discriminate against an individual with respect to compensation, terms, conditions, or privileges of employment because of or on the basis of the individual’s or a dependent’s reproductive health decision making, including a decision to use or access a particular drug, device or medical service, because of or on the basis of an employer’s personal beliefs about such services."

(b) Nothing in this section shall be construed to limit any rights of an employee provided through any other provision of law or collective bargaining unit.

Sec. 3. Fiscal impact statement.

The Council adopts the fiscal impact statement in the committee report as the fiscal impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

Sec. 4. Effective date.

This act shall take effect following approval by the Mayor (or in the event of veto by the Mayor, action by the Council to override the veto), a 30-day period of Congressional review as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of Columbia Register.