

A BILL

20-790

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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To amend the Human Rights Act of 1977 to ensure that individuals are protected from discrimination by an employer, employment agency, or labor organization, based on an individual’s or dependent’s reproductive health decisions.

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 105 of the Human Rights Act of 1977, effective July 17, 1985 (D.C. Law 6-8; D.C. Official Code § 2-1401.05), is amended as follows:

(a) Strike the phrase “related medical conditions, or breastfeeding” and inserting the phrase “related medical conditions, breastfeeding, or reproductive health decisions” in its place.

(b) A new subsection (c) is added and to read as follows:

“(c) For the purposes of this section, the term “reproductive health decisions” includes a decision by an employee, an employee’s dependent, or an employee’s spouse related to the use or intended use of a particular drug, device, or medical service, including the use or intended use of contraception or fertility control or the planned or intended initiation or termination of a pregnancy.

Sec. 3. Fiscal impact statement.

The Council adopts the fiscal impact statement in the committee report as the

ENGROSSED ORIGINAL

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

30 Sec. 4. Effective date.

31 This act shall take effect following approval by the Mayor (or in the event of veto by the
32 Mayor, action by the Council to override the veto), a 30-day period of congressional review as
33 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
34 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
35 Columbia Register.