

1 Marion Barry
2 Councilmember Marion Barry

David Grosso
Councilmember David Grosso

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4 Anita Bonds
5 Councilmember Anita Bonds

Tommy Wells
Councilmember Tommy Wells

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8 David Catania
9 Councilmember David Catania

Kenyan McDuffie
Councilmember Kenyan McDuffie

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12 Mary M. Cheh
13 Councilmember Mary M. Cheh

Muriel Bowser
Councilmember Muriel Bowser

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15 Jim Graham
16 Councilmember Jim Graham

Yvette M. Alexander
Councilmember Yvette M. Alexander

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18 Vincent Orange
19 Councilmember Vincent Orange

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27 A BILL

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30 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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34 Councilmember David Grosso introduced the following bill, which was referred to the
35 Committee on _____.

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

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

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

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

11 Sec. 3. Fiscal impact statement.

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

15 Sec. 4. Effective date.

16 This act shall take effect following approval by the Mayor (or in the event of veto by the
17 Mayor, action by the Council to override the veto), a 30-day period of Congressional review as
18 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
19 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
20 Columbia Register.