

## **D.C.'s Reproductive Health Non-Discrimination Act April 2015**

- The D.C. Reproductive Health Non-Discrimination Act of 2014 (RHNDA) is about basic fairness. People should be judged at work based on their performance, not on their personal, private reproductive health care decisions. Everyone should have the ability to make private health decisions including whether, when, and how to start a family, without fear of losing their jobs or facing retribution from their employers.

- The RHNDA was passed by the D.C. Council to protect employees and their families from discrimination. Members of Congress who are not accountable to the residents of the District should not interfere with D.C.'s local laws.

- Freedom of religion and belief is a core American value. Religious freedom protects the right to both believe and act on religious beliefs, but does not authorize actions that discriminate against or harm others. Bosses are entitled to their religious beliefs, but that does not mean that they can use those beliefs to discriminate against their employees based on their personal reproductive health care decisions.

### **What the RHNDA does:**

- Protect employees who work in D.C. from workplace discrimination based on the employees' personal reproductive health care decisions. For example, it prohibits an employer from firing an employee for using in vitro fertilization or birth control.

### **What the RHNDA does not do:**

- Impose any new requirements on employers to provide health insurance coverage. [To ensure that opponents of women's equality and health don't mischaracterize the bill's effect, the D.C. Council even clarified that RHNDA's protections do not reach insurance coverage by passing a temporary clarification, per the process laid out in the D.C. Home Rule Act, and will next enact permanent legislation including such a clarification].

- Impact an organization or church's ability to make hiring decisions based on religious or political views. While some opponents have claimed that the bill might require churches or religious organizations to hire pro-choice candidates, this is simply not within the scope of the RHNDA. The RHNDA protects personal decisions a woman makes regarding her reproductive health. RHNDA does not reach issues relating to beliefs about reproductive health.