

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend, on an emergency basis, the Human Rights Act of 1977 to provide a clarification that the prohibition of discrimination on the basis of sex shall not be construed to require an employer to provide insurance coverage related to a reproductive health decision.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Reproductive Health Non-Discrimination Clarification Emergency Amendment Act of 2015”.

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

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

(b) By adding the following sentence at the end:

“This act shall not be construed to require an employer to provide insurance coverage related to a reproductive health decision.”

36 Sec. 3. Section 2(a) of the Reproductive Health Non-Discrimination Amendment Act
37 of 2014, signed by the Mayor on January 23, 2015 (D.C. Act 20-593), is repealed.

38 Sec. 4. Fiscal impact statement.

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

42 Sec. 5. Effective date.

43 This act shall take effect following approval by the Mayor (or in the event of veto by
44 the Mayor, action by the Council to override the veto), and shall remain in effect for no
45 longer than 90 days, as provided for emergency acts of the Council of the District of
46 Columbia in section 412(a) of the District of Columbia Home Rule Act, approved December
47 24, 1973 (87 Stat. 788; D.C. Official Code § 1-204.12(a)).