

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend, on a temporary 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 Temporary 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37 of 2014, signed by the Mayor on January 23, 2015 (D.C. Act 20-593), is repealed.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 (a) This act shall take effect upon its approval by the Mayor (or in the event of a veto
44 by the Mayor, action by the Council to override the veto), and a 30-day period of
45 Congressional review as provided in section 602(c)(1) of the District of Columbia Home Rule
46 Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1), and
47 publication in the District of Columbia Register.

48 (b) This act shall expire after 225 days of its having taken effect.