

HB 354 -- EMPLOYEE REPRODUCTIVE HEALTH NONDISCRIMINATION ACT

SPONSOR: Newman

This bill establishes the Employee Reproductive Health Nondiscrimination Act. The bill prohibits discrimination against an individual based on reproductive health decisions. The bill prohibits employers from:

- 1) Discriminating against an individual with respect to compensation, terms, conditions, or privileges of employment on the basis of the individual's or dependent of the individual's reproductive health decisions, or because of or on the basis of the employer's personal beliefs concerning reproductive health decisions or services;
- 2) Inquiring as to an employee's or applicant for employment's reproductive health decisions, including use of a particular drug or medical service; and
- 3) Retaliating against an employee because the employee has made a charge, filed a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing concerning an alleged violation of this section.