

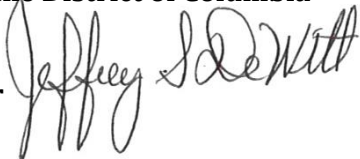
Government of the District of Columbia  
Office of the Chief Financial Officer



**Jeff DeWitt**  
Chief Financial Officer

**MEMORANDUM**

**TO:** The Honorable Phil Mendelson  
Chairman, Council of the District of Columbia

**FROM:** Jeff DeWitt  
Chief Financial Officer 

**DATE:** October 10, 2014

**SUBJECT:** Fiscal Impact Statement – Reproductive Health Non-Discrimination  
Amendment Act of 2014

**REFERENCE:** Bill 20-790, Draft Committee Print as shared with the Office of Revenue  
Analysis on October 1, 2014

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**Conclusion**

Funds are sufficient in the FY 2015 through FY 2018 budget and financial plan to implement the bill.

**Background**

The District's Human Rights' Law<sup>1</sup> prohibits discrimination against any employee or prospective employee on a basis other than merit, including the individual's gender.

The bill broadens the definition of discrimination to include an employee's reproductive health decisions. Reproductive health decisions include the following:

- use of particular drugs, devices, or services;
- use or access to contraception;
- initiation or termination of a pregnancy; or
- use or access to programs about sexual health, family planning, or sexual education.

**Financial Plan Impact**

Funds are sufficient in the FY 2015 through FY 2018 budget and financial plan to implement the bill. The Office of Human Rights (OHR) is responsible for receiving and investigating discrimination cases. OHR currently handles discrimination cases and this bill will not significantly increase

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<sup>1</sup> Human Rights Act of 1977, effective December 13, 1977 (D.C. Law 2-38; 24 DCR 6038).

The Honorable Phil Mendelson

FIS: Bill 20-790, "Reproductive Health Non-Discrimination Amendment Act of 2014," Draft Committee Print as shared with the Office of Revenue Analysis on October 1, 2014

caseloads because cases of this nature can already be brought forward as sex discrimination cases. OHR can absorb any costs associated with the bill's implementation.