

Amendment to HB 232-FN

1 Amend the bill by replacing all after the enacting clause with the following:

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3 1 New Subdivision; Request for Reasonable Accommodation Not to Participate in Abortion  
4 Services. Amend RSA 151 by inserting after section 53 the following new subdivision:

5 Request for Reasonable Accommodation Not to Participate in Abortion Services

6 151:54 Request for Reasonable Accommodation Not to Participate in Abortion Services; Notice  
7 and Reporting Requirements.

8 I. Any health care institution in New Hampshire that provides abortion services shall  
9 annually provide their employees who provide abortion services with written notification of the  
10 following:

11 (a) That an employee who provides abortion services may request a reasonable  
12 accommodation of a sincerely held religious belief or moral conviction that conflicts with the  
13 employee's direct participation in an abortion;

14 (b) That if the employee has the reasonable belief that their request for reasonable  
15 accommodation did not pose an undue hardship on their employer, and the request was denied, the  
16 employee may file a complaint with the attorney general's office; and

17 (c) That if the employee feels they have been discriminated against by their employer for  
18 their sincerely held religious belief or moral conviction that conflicts with the employee's direct  
19 participation in an abortion, the employee may file a complaint with the attorney general's office.

20 II. The attorney general's office shall annually create a report on the number of  
21 substantiated reports their office has received under this section. This report shall be provided  
22 annually to the senate president, the speaker of the house, and the governor, with the first report  
23 due on January 1, 2028.

24 2 Effective Date. This act shall take effect January 1, 2027.

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AMENDED ANALYSIS

This bill requires health care institutions to provide employees who provide abortion services with written notification of their right to request a reasonable accommodation of a sincerely held religious belief or moral conviction that conflicts with the employee's direct participation in an abortion and the option to file a complaint with the attorney general if they believe their request for accommodation was wrongfully denied. The bill also directs the attorney general to create an annual report regarding the number of substantiated complaints it receives.