

THE DO NO HARM ACT



Bill Number

Reintroduced in the House as H.R. 3222 by Rep. Joseph P. Kennedy, III. (MA-4).

Purpose of Bill

The Do No Harm Act will amend the Religious Freedom Restoration Act of 1993 (RFRA) to limit its use in cases involving discrimination, child labor and abuse, wages and collective bargaining, access to health care, public accommodations, and social services provided through government contract.

Action Request

Ask your Members of Congress to support this bill. If they are not a co-sponsor of the bill, ask them to support it by co-sponsoring. If they are already a cosponsor, be sure to thank them.

Talking Points

- **The Do No Harm Act will make sure RFRA is used in line with Congress's original intent.** RFRA was introduced to grant all individuals equal respect and protection under the law by protecting their freedom to worship and believe as they do or will; it was never intended to be used as a license to discriminate against others.
- **The freedom to worship and the right to live free of discrimination are not mutually exclusive.** Both of these are core American values that shape our nation, and need to be protected.
- **This legislation is crucial to the health and wellbeing of LGBTQ individuals and their families.** The Do No Harm makes sure that employers cannot use RFRA to deny workers wages, engage in child exploitation and abuse, and limit access to health care.