STATE OF OKLAHOMA

2nd Session of the 57th Legislature (2020)

SENATE BILL 1515

By: Silk

AS INTRODUCED

An Act relating to freedom of conscience; amending 63 O.S. 2011, Section 1-728c, which relates to employer discrimination; expanding circumstances under which certain discrimination is prohibited; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. AMENDATORY 63 O.S. 2011, Section 1-728c, is amended to read as follows:

Section 1-728c. An employer shall not discriminate against an employee or prospective employee by refusing to reasonably accommodate the religious observance or practice of the employee or prospective employee, unless the employer can demonstrate that the accommodation would pose an undue hardship on the program, enterprise or business of the employer, in the following circumstances:

1. An abortion as defined in Section 1-730 of Title 63 of the Oklahoma Statutes this title. The provisions of this section shall not apply if the pregnant woman suffers from a physical disorder,
physical injury or physical illness which, as certified by a physician, causes the woman to be in imminent danger of death unless an abortion is immediately performed or induced and there are no other competent personnel available to attend to the woman. As used in this act Section 1-728a et seq. of this title, the term “abortion” shall not include the prescription of contraceptives;

2. An experiment or medical procedure that destroys an in vitro human embryo or uses cells or tissue derived from the destruction of an in vitro human embryo;

3. An experiment or medical procedure on an in vitro human embryo that is not related to the beneficial treatment of the in vitro human embryo;

4. An experiment or medical procedure on a developing child in an artificial womb, at any stage of development, that is not related to the beneficial treatment of the developing child;

5. A procedure, including a transplant procedure, that uses fetal tissue or organs that come from a source other than a stillbirth or miscarriage; or

6. An act that intentionally causes or assists in causing the death of an individual by assisted suicide, euthanasia or mercy killing; or

7. Any other medical procedure, treatment or experiment that conflicts with the religious beliefs of the employee or prospective employee.
SECTION 2. This act shall become effective November 1, 2020.

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