

FOR HOSPITAL EMPLOYEES

Q. Can I be pressured or forced to assist in abortions?

A. In most cases, no. However, the precise answer to the question may depend upon the reason for your objection, the nature of your employer, and the state in which you live.

Q. What federal laws might protect me?

A. The Church Amendments, Coats-Snowe Amendment, and Weldon Amendment (*See <http://www.hhs.gov/ocr.civilrights.faq/providerconsciencefaq.html>*) all prohibit recipients of certain federal funds from discriminating against those who object to participating in abortions. Some provisions apply specifically to religious or moral objections, but others may be broader. Most large hospitals and government entities are likely to receive the types of funding that trigger these protections. However, actually claiming these protections can be challenging as some courts have held that one has to complain to the funding agency, not a court. Nevertheless, some medical professionals have successfully invoked these laws to defend their conscience in recent years. The Religious Freedom Restoration Act may also protect you if the pressure to assist in an abortion is coming from a federal agency or employer. Finally, Title VII of the Civil Rights Act requires employers to religious accommodations for their employees' religious convictions, but that requirement can be set aside if it would be too great a burden on the employer.

and THEN THERE WERE NONE

AbortionWorker.com

Q. Are there state laws that might protect me?

A. Yes. Many states specifically protect healthcare workers from being compelled to assist in abortions or other medical procedures in violation of conscience. The persons protected and the circumstances in which they are protected vary. State employment laws and state Religious Freedom Restoration Acts may also protect you.

Q. What other protections might apply?

A. Employment contracts and institutional policies may also require your employer to accommodate your objection.

Q. Who can I ask for specific help with understanding my rights?

A. If you need help in understanding what laws might apply in your case, Alliance Defending Freedom would be happy to help. We have experience in assisting medical professionals who are pressured to assist in abortions and do so without charge for our services. Please contact us at 1.800.TELL.ADF. You can also find a survey of the legal protections that may be available to you here:

www.alliancealert.org/2010/20100701.pdf

If you work in a hospital setting where abortions are performed and you need assistance, contact us immediately.

www.AllianceDefendingFreedom.org

800.835.5233