



SENATOR FRED DYSON

## SB 14 – SECTIONAL ANALYSIS

### Section 1.

1. Provides within Alaska Statutes, *Title 18 - Health, Safety, and Housing*, a protection and reasonable accommodation for a health care provider's expression of conscience pertaining to provision of a health care service; and
2. Establishes written notice as the method of communicating an expression of conscience, and that the employer will reasonably accommodate and not discriminate against the employee providing notice; and
3. Provides that the notice does not have to include the reason for the objection, but must be related to the provider's conscience and not to a protected status of the patient; and
4. Provides that an employer is not required to accommodate the employee if the employer demonstrates the accommodation poses undue hardship or the objecting employee is the only health care provider available in a life-threatening circumstance, and that the health care provider may not refuse to provide treatment or care in a life-threatening circumstance until an alternate health care provider is available; and
5. Provides civil and criminal immunity to health care providers who express conscience in compliance with this section; and
6. Provides that this section will be construed in a manner consistent with Title VII of the Civil Rights Act of 1964; and
7. Defines terms.