

117TH CONGRESS
1ST SESSION

H. R. 4884

To restrict employers from requiring an employee or an applicant for employment with such employer to undertake a medical procedure, including a vaccine, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 30, 2021

Mr. HIGGINS of Louisiana introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To restrict employers from requiring an employee or an applicant for employment with such employer to undertake a medical procedure, including a vaccine, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Employee Rights and
5 Freedoms Act”.

1 **SEC. 2. RESTRICTION ON MANDATORY MEDICAL PROCE-**
2 **DURES.**

3 (a) **IN GENERAL.**—It shall be an unlawful employ-
4 ment practice for an employer to require an employee, or
5 an applicant for employment with such employer, to un-
6 dertake a medical procedure, including a vaccine.

7 (b) **EXEMPTION.**—An employee, or an applicant for
8 employment, required to undertake a medical procedure,
9 including a vaccine, shall be exempted from such proce-
10 dure because of such employee’s firmly held belief.

11 (c) **ACCOMMODATIONS.**—An employer with an em-
12 ployee, or an applicant for employment, exempted under
13 subsection (b) shall provide such employee or applicant
14 with reasonable accommodations to enable such employee
15 or applicant to continue to perform the essential functions
16 of the employment position that such employee or appli-
17 cant holds or desires.

18 (d) **PRIVATE RIGHT OF ACTION.**—An individual who
19 is aggrieved by a violation of this section may bring a civil
20 action in an appropriate Federal district court of com-
21 petent jurisdiction.

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