

REVISED

STATEMENT OF PURPOSE

RS29048 / H0414

The ability to claim an exemption based on religious beliefs is supported in Title VII of the Civil Rights Act of 1964, which permits an employee to request a religious or reasonable accommodation from an employer requirement that conflicts with their sincerely-held religious beliefs, practices, or observances. While the Equal Employment Opportunity Commission, which enforces this federal law, recommends that an employer should assume an employee's stated religious belief is sincere, the EEOC does allow an employer to ask additional questions if the employer has an objective basis for questioning the sincerity of the employee's religious belief. This bill adds to the Idaho Human Rights Act, which is the Idaho version of the Civil Rights Act of 1964, to prohibit the government, employer or any other entity from questioning or requesting additional information from an employee who claims a religious exemption to an otherwise required medical treatment.

FISCAL NOTE

There is no fiscal impact.

Contact:

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DISCLAIMER: This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).