A BILL

To enact section 4113.73 of the Revised Code to enact the "Medical Consumer Protection Act" to prohibit an employer from taking an adverse employment action against a person who has not been or will not be vaccinated.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That section 4113.73 of the Revised Code be enacted to read as follows:

Sec. 4113.73. (A) As used in this section, "employer" has the same meaning as in section 4113.51 of the Revised Code.

(B) It is the policy of the state that no person should be subjected to an adverse employment action for refusing to be vaccinated against any illness or disease because of a medical contraindication or for reasons of conscience, including religious beliefs.

(C) No employer shall discharge without just cause, refuse to hire, or otherwise discriminate against any person with respect to hire, tenure, terms, conditions, or privileges of employment, or any matter directly or indirectly related to
employment, on the basis that the person has not been or will not be vaccinated against any illness or disease for any of the reasons listed in division (B) of this section.

(D) If a person believes that an employer violated this section, the person may bring a civil action against the employer in a court of competent jurisdiction. If the plaintiff prevails, the court may award to the plaintiff any compensatory and punitive damages that the court considers appropriate.

Section 2. This act shall be known as the "Medical Consumer Protection Act."