

**As Introduced**

**133rd General Assembly**

**Regular Session**

**2019-2020**

**H. B. No. 268**

**Representatives Hood, Kent**

**Cosponsors: Representatives Riedel, Lang, Vitale, Keller, Jordan**

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**A BILL**

To enact section 4113.73 of the Revised Code to 1  
enact the "Medical Consumer Protection Act" to 2  
prohibit an employer from taking an adverse 3  
employment action against a person who has not 4  
been or will not be vaccinated. 5

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

**Section 1.** That section 4113.73 of the Revised Code be 6  
enacted to read as follows: 7

**Sec. 4113.73.** (A) As used in this section, "employer" has 8  
the same meaning as in section 4113.51 of the Revised Code. 9

(B) It is the policy of the state that no person should be 10  
subjected to an adverse employment action for refusing to be 11  
vaccinated against any illness or disease because of a medical 12  
contraindication or for reasons of conscience, including 13  
religious beliefs. 14

(C) No employer shall discharge without just cause, refuse 15  
to hire, or otherwise discriminate against any person with 16  
respect to hire, tenure, terms, conditions, or privileges of 17  
employment, or any matter directly or indirectly related to 18

employment, on the basis that the person has not been or will 19  
not be vaccinated against any illness or disease for any of the 20  
reasons listed in division (B) of this section. 21

(D) If a person believes that an employer violated this 22  
section, the person may bring a civil action against the 23  
employer in a court of competent jurisdiction. If the plaintiff 24  
prevails, the court may award to the plaintiff any compensatory 25  
and punitive damages that the court considers appropriate. 26

**Section 2.** This act shall be known as the "Medical 27  
Consumer Protection Act." 28