

Do No Harm Act

Section 1. Short Title

This section establishes that this Act's short title is the "Do No Harm Act".

Section 2. Exception from Application of Act Where Federal Law Prevents Harm to Others

This section amends Section 3 of RFRA to add exceptions where an exemption could cause harm to others. RFRA would not apply where a provision of federal law: protects against discrimination or the promotion of equal opportunity; requires employers to provide wages, other compensation, or benefits including leave or standards protecting collective activity in the workplace; protects against child labor, abuse, or exploitation; or provides access to and coverage for any health care item or service.

This section also bars RFRA from being used to refuse to provide goods, services, functions, or activities to beneficiaries of or participants in a program or activity funded, both directly and indirectly, by a government grant or contract. This section would also prohibit government employees from using RFRA to refuse to perform their duties when it would deny a person the full and equal enjoyment of a good or service provided by the government.

Section 3. Clarification of Preclusion of Litigation Between Private Parties

This section amends Section 3(c) of RFRA to clarify that RFRA claims may only be raised in judicial proceedings in which the government is a party.