companies should affirm their support for employees who need access to abortion care.

conduct a self-audit
companies should conduct a self-audit to identify and redress obstacles faced by employees who need to obtain abortion and other reproductive health care, including plan limitations, limitations in services offered by network providers, and the distance of providers who offer comprehensive care.

customize insurance & benefits
companies that self-insure can customize their coverage without respect to state mandates or restrictions with respect to abortion. companies who currently extend health insurance that covers abortion care should affirm their intention to continue doing so. those that do not offer this coverage, but which have ability to do so by virtue of being self-funded, should begin to offer it.

companies should subsidize travel costs for employees who need to go out of state to receive abortion care and provide adequate, paid time off for travel and recovery (3-10 days).

make a statement
donate
go beyond aca requirements

companies should insure contraceptive products and services beyond the requirements of the affordable care act.

• cover all fda-approved birth control drugs, devices, products, and services, and vasectomies.
• ensure all contraceptive options are covered without cost-sharing.
• cover a 12-month supply of birth control dispensed at one time, without cost-sharing.
• cover over-the-counter emergency contraception without requiring a prescription.

support and affirm everyone’s access to care
clinic closure also threatens the availability and accessibility of transgender-inclusive health care. companies should also state their affirmation and support for employee access to this care.

contact your representatives
companies should communicate to lawmakers that public policies that limit access to reproductive health care restrictions threaten the health and wellbeing of their workers, negatively impacts the talent pool, makes it more difficult to recruit workers from out of state, and alienates consumers.

for more information, contact info@rhiaventures.org