

How Companies Can Strengthen Reproductive Health Care



MAKE A STATEMENT

Companies should affirm their support for employees who need access to abortion care, and other services provided by endangered health centers (e.g., transgender health 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 ABORTION-RELATED INSURANCE & BENEFITS

- Companies that insure all abortion care should affirm their intention to continue doing so.
- Those that do not, but which have ability to do so, should begin to insure all abortion care.
- 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).
- Pay to relocate employees to another position within your company if they choose to move from a state that bans abortion.
- Companies located in states that ban abortion should consider expanding remote-work options for employees who prefer to live out-of-state.



DONATE

To organizations working to alleviate the harm done by restrictive laws.



DON'T DONATE

To political recipients who are working to restrict reproductive health care.



CONTRACEPTION: 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.



CONTACT POLICYMAKERS

Corporations 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](#).