

Law & Policy Group

Roundup: Employer resources on reproductive rights post *Dobbs* ruling



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Section 1

Introduction

In June 2022, the US Supreme Court, in *Dobbs v. Jackson Women's Health Organization*, overturned *Roe v. Wade*, finding no federal constitutional right to abortion and allowing states to regulate and ban abortions at all stages of pregnancy. To provide multinational employers with some information on countries' positions on reproductive rights and the varying employee health benefit plan issues involved, this roundup provides links to organizations, government websites, third-party analyses, news articles and viewpoints. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. The content also does not necessarily reflect Mercer's or the authors' point of view on the subject.

Section 2

Global or multicountry information

- [The world's abortion laws](#) (Center for Reproductive Rights)
- [Abortion law: Global comparisons](#) (Council on Foreign Relations)
- [Countries where abortion is illegal 2022](#) (World Population Review)
- [Abortion](#) (World Health Organization)
- [Global abortion policies database](#) (World Health Organization)
- [Contraception](#) (World Health Organization)
- [European abortion laws: A comparative overview](#) (Center for Reproductive Rights)
- [Include the right to abortion in EU Charter of Fundamental Rights, demand MEPs](#) (European Parliament, 7 July 2022)
- [Abortion laws around the world](#) (subscription required) (New York Times, 3 July 2022)
- [Scrapping *Roe v. Wade* makes the US an outlier in the West. Here's how it compares on abortion rights](#) (CNN, 27 June 2022)
- [The state of abortion rights around the world](#) (Time, 24 June 2022)
- [The US is poised to be a global outlier on abortion](#) (US News, 9 May 2022)
- [Abortion laws worldwide: In what countries is abortion illegal?](#) (NBC, 6 May 2022)
- [The Helms amendment and abortion laws in countries receiving US global health assistance](#) (Kaiser Family Foundation, 18 January 2022)
- [The US government and international family planning & reproductive health: statutory requirements and policies](#) (Kaiser Family Foundation, 13 May 2021)

Section 3

US information from organizations/government

- [Know your rights: Reproductive health care](#) (Department of Health and Human Services)
- [Abortion in the US dashboard](#) (Kaiser Family Foundation)
- [State bans on abortion throughout pregnancy](#) (Guttmacher Institute)
- [2022 state ballot initiatives on abortion rights](#) (Kaiser Family Foundation)
- [Abortion finder: state-by-state guide](#) (Power to Decide)
- [Planned Parenthood newsroom](#)
- [California: Proposition 1: Constitutional right to reproductive freedom. Legislative constitutional amendment](#) (Secretary of State)
- [Massachusetts: An act expanding protections for reproductive and gender-affirming care](#) (Legislature)
- [Remarks by Vice President Harris during roundtable on reproductive rights](#) (White House, 16 March 2023)
- [Readout of Vice President Kamala Harris's meeting with state legislators, health care providers, advocates, and students on reproductive rights in Des Moines, IA](#) (White House, March 16, 2023)
- [Press call by Vice President Harris on reproductive rights](#) (White House, March 13, 2023)
- [Bargaining & advocacy in a post *Roe* environment](#) (National Education Association, February 2023)
- [Activists aim for Supreme Court with local abortion bans in blue states](#) (Pew, 27 February 2023)
- [Remarks by Vice President Harris on access to reproductive healthcare](#) (White House, 24 February 2023)
- [Twenty-one states announce historic governor-led reproductive freedom alliance](#) (Gov. Gavin Newsom, 21 February 2023)
- [Abortion rights groups submit 2023 ballot measure in Ohio](#) (AP News, 21 February 2023)
- [Senator Markey joins Senator Warren in urging Biden administration to take new steps to protect reproductive freedom](#) (Sen. Ed Markey's office, 14 February 2023)
- [Senate leader Atkins introduces legislation to further expand reproductive care training, widen abortion access](#) (Sen. Toni Atkins, 13 February 2023)

- [Reps. Raskin, Fletcher and Strickland reintroduce legislation to protect a woman's right to travel for abortion](#) (Rep. Jamie Raskin's office, 2 February 2023)
- [Readout of White House meeting with black women leaders on reproductive health and women's rights](#) (White House, 2 February 2023)
- [Statement from White House Press Secretary Karine Jean-Pierre on Minnesota protecting reproductive health](#) (White House, 31 January 2023)
- [Biden-Harris administration proposes new rules to expand access to birth control coverage under the Affordable Care Act](#) (HHS, 30 January 2023)
- [Memorandum on further efforts to protect access to reproductive healthcare services](#) (White House, 22 January 2023)
- [Fact sheet: President Biden to sign presidential memorandum on ensuring safe access to medication abortion](#) (White House, 22 January 2023)
- [Readout of White House meeting with state legislative leaders on reproductive rights ahead of the 50th anniversary of *Roe v. Wade*](#) (White House, 20 January 2023)
- [HHS releases report detailing Biden-Harris administration efforts to protect reproductive health care since *Dobbs*](#) (HHS, 19 January 2023)
- [Readout of White House meeting with state legislators on expanding training for reproductive health care](#) (White House, 12 January 2023)
- [Washington: Keiser bill would protect employers who provide reproductive care benefits](#) (Senate Democrats WA, 11 January 2023)
- [Senator Warren, lawmakers encourage FDA to consider steps to protect to protect and expand access to medication abortion](#) (Sen. Elizabeth Warren's website, 18 November 2022)
- [Remarks by Vice President Harris in a moderated conversation on protecting reproductive rights](#) (White House, 28 October 2022)
- [Remarks by Vice President Harris in a conversation on reproductive rights](#) (White House, 25 October 2022)
- [Remarks by Vice President Harris in a conversation on reproductive rights](#) (White House, 22 October 2022)
- [Readout of White House meeting with state legislative leaders on reproductive rights](#) (White House, 20 October 2022)
- [Remarks by Vice President Harris in a conversation on protecting reproductive rights](#) (White House, 17 October 2022)
- [Attorney General James sends clear message: Access to abortion is legal and protected in New York](#) (NY Attorney General Letitia James, 14 October 2022)
- [Remarks by Vice President Harris in a conversation on reproductive rights](#) (White House, 9 October 2022)

- [Remarks by Vice President Harris in a conversation on reproductive rights](#) (White House, 5 October 2022)
- [Remarks by President Biden and Vice President Harris at the second meeting of the Task Force on Reproductive Healthcare Access](#) (White House, 4 October 2022)
- California: [2022 Ch. 620 \(SB 523\)](#), Contraceptive Equity Act of 2022 (Legislature, 27 September 2022)
- [Readout of White House meeting with state legislative leaders on reproductive rights legislation](#) (White House, 20 September 2022)
- [Remarks by Vice President Harris during roundtable discussion on protecting and expanding reproductive rights](#) (White House, 16 September 2022)
- [California launches abortion.ca.gov](#) (Gov. Gavin Newsom, 13 September 2022)
- [S 4840, Protecting Pain-Capable Unborn Children from Late-Term Abortions Act](#) (Congress, 13 September 2022)
- [Readout of Vice President Kamala Harris's meeting with civil rights and reproductive rights leaders](#) (White House, 13 September 2022)
- [Remarks by Vice President Harris before a meeting with civil rights and reproductive rights leaders](#) (White House, 12 September 2022)
- [Remarks by President Biden during meeting on reproductive rights with state and local officials](#) (White House, 26 August 2022)
- [Statement from Press Secretary Karine Jean-Pierre on reproductive rights](#) (White House, 25 August 2022)
- [Readout of Vice President Kamala Harris's meeting with Nevada state legislators and advocates on reproductive rights](#) (White House, 11 August 2022)
- [Readout of Vice President Kamala Harris's meeting with California state legislators and advocates on reproductive rights](#) (White House, 11 August 2022)
- [Remarks by Vice President Harris at a roundtable discussion on reproductive healthcare](#) (White House, 11 August 2022)
- [Remarks by Vice President Harris during roundtable with Nevada state legislators to discuss reproductive healthcare](#) (White House, 10 August 2022)
- [Readout of Vice President Kamala Harris's meeting with Latina state legislators on reproductive rights](#) (White House, 5 August 2022)
- [Readout of Vice President Kamala Harris's meeting with Governor Baker, Massachusetts state legislators and advocates on abortion rights](#) (White House, 4 August 2022)
- [Executive order on securing access to reproductive and other healthcare services](#) (White House, 3 August 2022)
- [Remarks by President Biden and Vice President Harris at the first meeting of the interagency Task Force on Reproductive Healthcare Access](#) (White House, 3 August 2022)

- [Statement by President Joe Biden on defeat of Kansas ballot measure threatening women's right to abortion](#) (White House, 2 August 2022)
- [HHS, DOL and Treasury issue guidance regarding birth control coverage](#) (Department of Health and Human Services, 28 July 2022)
- [Fact sheet: President Biden to sign executive order protecting access to reproductive health services](#) (White House, 8 July 2022)
- [HHS announces new grants to bolster family planner provider training](#) (Department of Health and Human Services, 30 June 2022)
- [HIPAA privacy rule and disclosures of information relating to reproductive health care](#) (Department of Health and Human Services, 29 June 2022)
- [Protecting the privacy and security of your health information when using your personal cell phone or tablet](#) (Department of Health and Human Services, 29 June 2022)
- [Remarks by President Biden on the Supreme Court decision to overturn *Roe v. Wade*](#) (White House, 24 June 2022)
- [Attorney General Merrick B. Garland statement on the Supreme Court ruling in *Dobbs v. Jackson's Women's Health Organization*](#) (Justice Department, 24 June 2022)
- [State abortion laws in the absence of *Roe v. Wade*](#) (National Conference of State Legislatures, 24 June 2022)
- [The Mexico City policy: An explainer](#) (Kaiser Family Foundation, 28 Jan 2021)

Section 4

Third-party analysis, news and viewpoints

- [Navigating *Roe v. Wade* in the workplace](#) (Society for Human Resource Management (SHRM))
- [Reproductive rights: Post-*Dobbs* impact](#) (Morgan Lewis)
- [Impact: From *Roe* to *Dobbs*](#) (Epstein Becker Green)
- [Reproductive rights in America](#) (NPR)
- [Dobbs decision resource center: Practical guidance](#) (Shipman & Goodwin LLP)
- [Kansas court to review pair of unenforced abortion laws](#) (ABC, 27 March 2023)
- [States' divisions on abortion widen after *Roe* overturned](#) (19 News, 26 March 2023)
- [Ohio could become next battleground state on abortion](#) (Washington Examiner, 26 March 2023)
- [Interactive map: US abortion policies and access after *Roe*](#) (Guttmacher Institute, 26 March 2023)
- [The battle over abortion is boiling over with lawsuits, bans, and protections that come 9 months after the Supreme Court's key ruling](#) (Fortune, 22 March 2023)
- [The next frontier for abortion rights is state supreme courts](#) (New Republic, 17 March 2023)
- [Ones to watch: Legislation landscape for 2023](#) (Littler, 13 March 2023)
- [What to know about the lawsuit aiming to ban medication abortion drug mifepristone](#) (13 March 2023)
- [How insurers and employers are responding to abortion coverage since the overturn of *Roe v. Wade*](#) (Ipsos, 8 March 2023)
- [Factbox: US state abortion legislation to watch in 2023](#) (Reuters, 7 March 2023)
- [Five women sue Texas over the state's abortion ban](#) (New York Times, 6 March 2023)
- [How the fall of *Roe* turned North Carolina into an abortion destination](#) (subscription required) (The New York Times, 6 March 2023)
- [2nd Cir.: Employer can sue New York over abortion anti-discrimination law](#) (HR Dive, 1 March 2023)
- [After *Dobbs*: How companies facilitate access to abortion care](#) (O'Melveny, 1 March 2023)

- [US appeals court holds employers can discriminate against employees who obtain abortions](#) (Jurist, 28 February 2023)
- [Abortion pills latest battleground over reproductive rights](#) (PBS, 23 February 2023)
- [Arizona Senate passes 'born alive' abortion bill](#) (Arizona Mirror, 23 February 2023)
- [4 questions employers have about abortion care and coverage](#) (Employee Benefit News, 22 February 2023)
- [An uncertain outlook for reproductive health law in 2023](#) (Reuters, 22 February 2023)
- [Twenty governors are forming a new coalition to support abortion rights](#) (The Washington Post, 21 February 2023)
- [Where state abortion laws stand without *Roe*](#) (US News, 17 February 2023)
- [A new goal for abortion bills: Punish or protect doctors](#) (subscription required) (The New York Times, 16 February 2023)
- [Kentucky's Supreme Court keeps abortion bans in place](#) (NPR, 16 February 2023)
- [Lines drawn for renewed abortion fight](#) (Tennessee Lookout, 13 February 2023)
- [Here's what states are doing to abortion rights in 2023](#) (Medscape, 9 February 2023)
- [As more patients travel to New England for abortions, Connecticut looks to expand access](#) (WBUR, 8 February 2023)
- [Here's what states are doing to abortion rights in 2023](#) (ProPublica, 8 February 2023)
- [10 US states would be hit especially hard by a nationwide ban on medication abortion using mifepristone](#) (Guttmacher Institute, 7 February 2023)
- [A volatile tool emerges in the abortion battle: State constitutions](#) (subscription required) (The New York Times, 29 January 2023)
- [Constitutional amendment to protect abortion passed by NY legislators](#) (Bipartisan Report, 26 January 2023)
- [New York Assembly passes constitutional amendment to enshrine abortion rights](#) (UPI, 25 January 2023)
- [NY pols OK vote on constitution change to protect abortion](#) (US News, 24 January 2023)
- [California: FEHA expanded to include 'reproductive health decision-making' as protected category](#) (Hunton Andrews Kurth, 24 January 2023)
- [Where is abortion legal? A state-by-state guide to current laws](#) (NBC Washington, 23 January 2023)
- [In Texas' first post-*Roe* legislative session, there's a new political power dynamic on abortion](#) (The Texas Tribune, 23 January 2023)
- [Abortion debate ramps up in states as Congress deadlocks](#) (CBS, 23 January 2023)

- [Employers take note — Young women are planning their lives around state abortion laws](#) (Ms., 23 January 2023)
- [‘We are on the right side of history,’ Harris says on *Roe*’s 50th anniversary](#) (subscription required) (The New York Times, 22 January 2023)
- [Harris says abortion rights threatened across United States](#) (Reuters, 22 January 2023)
- [126 interviews, a fingerprint analysis and nothing conclusive: A look inside the Supreme Court’s abortion opinion leak investigation](#) (Fortune, 20 January 2022)
- [The state of reproductive rights as of January 2023, *Lexis practical guidance*](#) (Morgan Lewis, 19 January 2023)
- [Abortion rights battles return in the 2023 elections; plus wages at Walmart](#) (The Nation, 19 January 2023)
- [What states are looking to do with abortion legislation in 2023](#) (NPR, 5 January 2023)
- [South Carolina’s six-week abortion ban struck down by Supreme Court](#) (CNN, 5 January 2023)
- [The FDA finalizes rule expanding the availability of abortion pills](#) (NPR, 3 January 2023)
- [Court rules doctors who provide abortions can’t be prosecuted under Arizona law](#) (NPR, 30 December 2022)
- [Abortion rights groups look to build on their victories with new ballot measures](#) (NBC, 23 December 2022)
- [Reproductive healthcare issues for employers](#) (The Practical Guidance Journal, Fall 2022)
- [South Carolina abortion laws: Where things stand in the fall of 2022](#) (Nexsen Pruet, 14 December 2022)
- [The government should be ahead of the curve on abortion coverage, not behind](#) (The Hill, 5 December 2022)
- [Reproductive information protected by both state and federal privacy law](#) (Day Pitney, 5 December 2022)
- [Navigating employer benefits in the post *Roe v. Wade* world](#) (ÁLM Benefits Pro, 2 December 2022)
- [California’s Contraceptive Equity Act and the impact on employers](#) (Gordon & Rees, November 2022)
- [Employers seek clarify on reproductive healthcare benefits litigation following EEOC commissioner filing](#) (McDermott Will & Emery, 28 November 2022)
- [New lawsuit aims to revoke FDA approval of abortion drug](#) (Forbes, 18 November 2022)
- [How employers can help correct the reproductive health crisis](#) (MedCity News, 17 November 2022)

- [Part 2: An update on the federal and state e-Roe-sion or p-Roe-tection of abortion rights](#) (Sheppard Mullin, 16 November 2022)
- [State court prohibits enforcement of Georgia's 6-week abortion ban](#) (Shipman & Goodwin, 16 November 2022)
- [Midterm reactions to *Dobbs*](#) (webinar) (Seyfarth, 15 November 2022)
- [Abortion rights bolstered at state level](#) (SHRM, 15 November 2022)
- [Abortion on the ballot](#) (subscription required) (The New York Times, 15 November 2022)
- [EEOC official quietly targets companies over abortion travel](#) (Bloomberg Law, 14 November 2022)
- [Employee benefits post-*Dobbs* considerations for year-end planning](#) (Goodwin, 15 November 2022)
- [EEOC disavows former general counsel's letter on abortion travel benefits](#) (Faegre Drinker, 11 November 2022)
- [Abortion rights outlook: Implications of the midterm elections](#) (Foley Hoag, 11 November 2022)
- [After wins at the ballot, abortion rights group want to 'put this to the people'](#) (NPR, 11 November 2022)
- [Abortion rights were on the ballot in these states. Here's what voters decided](#) (CNN, 9 November 2022)
- [Abortion rights measures win approval in first major US elections since *Roe v. Wade* overturned](#) (Center for Reproductive Rights, 9 November 2022)
- [California voters enshrine right to abortion and contraception in state constitution](#) (NPR, 9 November 2022)
- [Abortion rights supporters score midterm victories in at least 3 states](#) (CBS, 9 November 2022)
- [Eli Lilly says some staff want to leave Indiana because of abortion ban, Financial Times reports](#) (US News, 6 November 2022)
- [Employers offering abortion coverage: Some legal considerations](#) (ÁLM Benefits Pro, 1 November 2022)
- [Corporate silence on abortion could cost employers their workers](#) (Fortune, 27 October 2022)
- [Workers don't think their employers are doing enough in response to 'Roe' — and it could lead to more quits](#) (Fortune, 25 October 2022)
- [The future of reproductive health: Building & investing in post-*Roe* America](#) (Foley & Lardner LLP, 26 October 2022)
- [Employers should keep Title VII in mind when navigating Supreme Court's *Dobbs* decision](#) (Locke Lord, 19 October 2022)

- [An update on the federal and state e-Roe-sion or p-Roe-tection of abortion rights](#) (Sheppard Mullin, 12 October 2022)
- [How Harris is listening — and speaking — about abortion rights before the midterms](#) (NPR, 10 October 2022)
- ['Roe, Roe, Roe your vote': Arizona women rally for reproductive rights, electoral change](#) (AZ Mirror, 9 October 2022)
- [Vice President Kamala Harris calls on Texans to protect reproductive and voting rights during Austin visit](#) (The Texas Tribune, 8 October 2022)
- [100 days post-Roe: At least 66 clinics across US States have stopped offering abortion care](#) (Guttmacher Institute, 6 October 2022)
- [Privacy, stigma may keep workers from using abortion travel benefits](#) (PEW, 3 October 2022)
- [California bars tech companies from complying with other states' abortion-related warrants](#) (East Bay Times, 30 September 2022)
- [The abortion issue in the 2022 midterms — unlike any other issue](#) (Brookings, 29 September 2022)
- [New California abortion laws set up clash with other states](#) (AP News, 27 September 2022)
- [California: Newsom signs abortion protections into law](#) (Cal matters, 27 September 2022)
- [Telemedicine abortions just got more complicated for health providers](#) (NPR, 26 September 2022)
- [White House warns Graham abortion bill would create 'nationwide health crisis'](#) (The Hill, 22 September 2022)
- [Ad spending shows Democrats hinging midterm hopes on abortion](#) (The Baltimore Sun, 20 September 2022)
- [Why some anti-abortion rights backers want a ban that would stop few abortions](#) (ABC News, 17 September 2022)
- [Another state passed a near-abortion ban. The fight is all over the map](#) (CNN, 14 September 2022)
- [Graham's support for states' rights resurfaces after abortion ban proposal](#) (Newsweek, 14 September 2022)
- [Post-Dobbs update — What every employer needs to know now](#) (Benesch Law, 7 September 2022)
- [Attempts to work around abortion bans test 14th amendment scope](#) (Bloomberg Law, 6 September 2022)
- [Navigating workplace conversations after Dobbs: What should employers do?](#) (Lane Powell, 1 September 2022)

- [What can *The Handmaid's Tale* teach us about corporate abortion policies?](#) (Troutman Pepper, 30 August 2022)
- [In post-Roe America, companies must show, not tell, that they value employee health](#) (Triple Pundit, 23 August 2022)
- [Post-Dobbs employment considerations](#) (Benesch, 17 August 2022)
- [Steps any organization can take to protect data privacy post-Dobbs](#) (Morgan Lewis, 15 August 2022)
- [Reproductive healthcare issues for employers series, Part 5: Collective bargaining implications of the US Supreme Court decision in *Dobbs*](#) (Dickinson Wright, 15 August 2022)
- [Dobbs on demand podcast series](#) (Baker Hostetler, 15 August 2022)
- [What does the *Roe v. Wade* ruling mean for investors?](#) (Principles for Responsible Investment, 11 August 2022)
- [Managing state law risks of employer-sponsored abortion-related travel benefits post-Dobbs](#) (Mintz, 8 August 2022)
- [Reproductive healthcare issues for employers series, Part 4: Navigating mental health parity requirements for travel benefits](#) (Dickinson Wright, 8 August 2022)
- [Large Indiana employers Eli Lilly and Cummins speak out about the state's new restrictive abortion law](#) (CNBC, 6 August 2022)
- [HHS, DOL and Treasury give employer-sponsored health plans another warning on providing contraceptive coverage](#) (National Law Review, 4 August 2022)
- [President Biden issues second executive order relating to reproductive healthcare services](#) (Shipman & Goodwin, 4 August 2022)
- [What employers need to know before offering employee abortion benefits](#) (Wyatt, 28 July 2022)
- [How employers can protect workers who seek out abortion care, according to legal experts](#) (Fortune, 27 July 2022)
- [Reproductive healthcare issues for employers series, Part 3: HHS guidance on HIPAA and other privacy issues](#) (Dickinson Wright, 25 July 2022)
- [Harris becomes face for White House in abortion rights fight](#) (The Hill, 21 July 2022)
- [Employee benefits post-Dobbs: What kinds of assistance can employers offer in reproductive healthcare](#) (Lowenstein Sandler, 21 July 2022)
- [Medical travel benefits: What employers need to know](#) (Venable, 20 July 2022)
- [Reproductive healthcare issues for employers series, Part 2: Avoiding costly 'employer payment plan' status for travel benefits](#) (Dickinson Wright, 18 July 2022)
- [South Carolina abortion bill contains harsh criminal penalties for interfering with whistleblowers](#) (Epstein Becker Green, 18 July 2022)

- [Reproductive healthcare issues for employers series, Part 1: May abortions be reimbursed on a tax-free basis from a health flexible spending account, a health reimbursement arrangement, or a health spending account?](#) (Dickinson Wright, 15 July 2022)
- [Poll finds employers considering travel and lodging benefits for abortion services](#) (Mercer, 7 July 2022)
- [When where you work determines if you can get an abortion](#) (subscription required) (New York Times, 2 July 2022)
- [Medications for pregnancy termination in a post-*Dobbs* world](#) (Mercer, 30 June 2022)
- [The new shape of work — *Dobbs* and more](#) (Mercer, 30 June 2022)
- [A list of companies supporting abortion rights after the *Roe v. Wade* ruling shows which firms are stepping up, and why](#) (Fortune, 30 June 2022)
- [These US companies will cover travel costs for employees who need an abortion](#) (CNN Business, 27 June 2022)
- [Abortion ruling pushes businesses to confront divisive politics](#) (PBS News, 25 June 2022)
- [Abortion ruling thrusts companies into divisive arena](#) (AP News, 25 June 2022)
- [SCOTUS overturns *Roe*: Understanding the impact on your benefit plans](#) (Mercer, 24 June 2022)
- [Medical travel reimbursement benefits under the Supreme Court's new *Dobbs* decision](#) (Ogletree Deakins, 24 June 2022)



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