

119TH CONGRESS
1ST SESSION

H. R. 1954

To amend the Religious Freedom Restoration Act of 1993 to protect civil rights and otherwise prevent meaningful harm to third parties, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 6, 2025

Mr. SCOTT of Virginia (for himself, Mr. RASKIN, Mr. COHEN, Ms. SCANLON, Mr. PETERS, Mr. CONNOLLY, Ms. TOKUDA, Mr. KRISHNAMOORTHY, Ms. SÁNCHEZ, Ms. NORTON, Ms. SCHAKOWSKY, Mr. POCAN, Ms. STRICKLAND, Ms. TITUS, Ms. WILLIAMS of Georgia, Mrs. CHERFILUS-McCORMICK, Mr. DELUZIO, Ms. FRIEDMAN, Mr. MFUME, Mr. HUFFMAN, Ms. JACOBS, Mr. NEAL, Ms. CHU, Mr. CLEAVER, Mr. MOULTON, Ms. GARCIA of Texas, Ms. PINGREE, Mr. DAVIS of Illinois, Mr. QUIGLEY, Mrs. TORRES of California, Mr. FOSTER, Mr. TAKANO, Ms. DELBENE, Mr. HOYER, Mrs. DINGELL, Ms. OMAR, Ms. DELAURO, Mr. MRVAN, Ms. BONAMICI, Mr. SCHNEIDER, Mr. COSTA, Mr. GOMEZ, Mr. CARSON, Mr. MOSKOWITZ, Ms. WILSON of Florida, Ms. WATERS, Mr. MAGAZINER, Mr. FIELDS, Mr. CARBAJAL, Mr. GARCIA of California, Ms. KELLY of Illinois, Mr. THOMPSON of Mississippi, Ms. DEAN of Pennsylvania, Mr. TONKO, Mr. PANETTA, Ms. ANSARI, Mr. DESAULNIER, Mr. EVANS of Pennsylvania, Mr. THANEDAR, Mr. SHERMAN, Mr. PALLONE, Mr. STANTON, Mr. KHANNA, Ms. MCCOLLUM, Ms. BROWNLEY, Ms. STANSBURY, Mr. DOGGETT, Mr. COURTNEY, Ms. DEGETTE, Mr. VEASEY, Ms. MCCLELLAN, Ms. MATSUI, Mr. TORRES of New York, Ms. BARRAGÁN, Ms. WASSERMAN SCHULTZ, Mr. NADLER, Mr. MCGARVEY, and Mr. AMO) introduced the following bill; which was referred to the Committee on the Judiciary

A BILL

To amend the Religious Freedom Restoration Act of 1993 to protect civil rights and otherwise prevent meaningful harm to third parties, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Do No Harm Act”.

5 **SEC. 2. EXCEPTION FROM APPLICATION OF ACT WHERE**
6 **FEDERAL LAW PREVENTS HARM TO OTHERS.**

7 Section 3 of the Religious Freedom Restoration Act
8 of 1993 (42 U.S.C. 2000bb–1) is amended by adding at
9 the end the following:

10 “(d) ADDITIONAL EXCEPTION FROM APPLICATION
11 OF ACT WHERE FEDERAL LAW PREVENTS HARM TO
12 OTHERS.—Subsections (a), (b), and (c) do not apply to—

13 “(1) any provision of law or its implementation
14 that provides for or requires—

15 “(A) a protection against discrimination or
16 the promotion of equal opportunity, including
17 the Civil Rights Act of 1964 (42 U.S.C. 2000a
18 et seq.), the Americans with Disabilities Act of
19 1990 (42 U.S.C. 12101 et seq.), the Family
20 and Medical Leave Act of 1993 (29 U.S.C.
21 2601 et seq.), and the Violence Against Women
22 Act of 1994 (42 U.S.C. 13925 et seq.);

23 “(B) an employer to provide a wage, other
24 compensation, or a benefit, including leave, or

1 a standard protecting collective activity in the
2 workplace;

3 “(C) a protection against child labor, child
4 abuse, or child exploitation; or

5 “(D) access to, information about, a refer-
6 ral for, provision of, or coverage for, any health
7 care item or service;

8 “(2) any term of a government contract, grant,
9 cooperative agreement, or other award, that provides
10 funds directly or indirectly, and that requires a
11 good, service, function, or activity to be performed
12 for or provided to a beneficiary of or a participant
13 in a program or activity funded, directly or indi-
14 rectly, by a government contract, grant, cooperative
15 agreement, or other award; or

16 “(3) the extent that application would result in
17 denying a person the full and equal enjoyment of a
18 good, service, benefit, facility, privilege, advantage,
19 or accommodation provided by the government.”.

20 **SEC. 3. CLARIFICATION OF PRECLUSION OF LITIGATION**
21 **BETWEEN PRIVATE PARTIES.**

22 (a) PURPOSE.—The purpose of the amendment made
23 by subsection (b) is to clarify the applicability of the Reli-
24 gious Freedom Restoration Act of 1993 (42 U.S.C.
25 2000bb et seq.).

1 (b) PRECLUSION.—Section 3(e) of the Religious
2 Freedom Restoration Act of 1993 (42 U.S.C. 2000bb–
3 1(c)) is amended, in the first sentence, by striking “judi-
4 cial proceeding” and all that follows through the first pe-
5 riod and inserting “judicial proceeding to which a govern-
6 ment is a party and obtain appropriate relief against that
7 government.”.

○