

FIVE STEPS FOR SMALL BUSINESS OWNERS TO SUPPORT EMPLOYEES' ACCESS TO REPRODUCTIVE HEALTHCARE



The goal of this resource toolkit is to empower small business owners and their employees by providing comprehensive and accessible information on reproductive healthcare resources. Small Business Majority polling reveals that access to reproductive health is essential to the economic security of women entrepreneurs and that women entrepreneurs are concerned about how a lack of access to reproductive health impacts their employees and their communities. By offering practical guidance, up-to-date resources and supportive policies, small employers can foster a workplace culture that respects and promotes reproductive health access.

1 EDUCATE AND EMPOWER YOUR WORKFORCE

Provide comprehensive, factual and easy-to-understand information on reproductive health to employees. You can distribute informational pamphlets, host educational seminars and offer access to online resources that cover topics such as contraception options, fertility, prenatal care and menopause.



RESOURCES

Planned Parenthood

- Offers advocacy and resources on reproductive health rights and access to healthcare
- Provides educational materials and legal guidance for employees and employers

▶ <https://www.plannedparenthood.org>

Reproductive Health Access Project

- Offers resources, training and educational materials accessible to the general public
- Focuses on contraception, miscarriage care, and abortion care, aiming to dispel myths and provide accurate information

▶ <https://www.reproductiveaccess.org>

MyHealthFinder

- A tool from the U.S. Department of Health and Human Services that provides personalized recommendations for preventive services and screenings
- Offers clear, actionable health advice based on age, sex and pregnancy status

▶ <https://health.gov/myhealthfinder>

2 ENHANCE HEALTHCARE ACCESS AND BENEFITS



HealthCare.gov

If your small business is unable to offer health insurance, many employees are eligible for financial assistance through the individual marketplace. It's important to know that plans sold through the health insurance marketplace must cover contraceptive methods and counseling for all women, as prescribed by a healthcare provider, as well as preventative care.

► <https://healthcare.gov>

If your small business offers health insurance, you can take steps to ensure your healthcare plans cover comprehensive reproductive health services and guide employees on accessing these benefits. And if your small business is unable to afford a group plan, there are still resources available to your employees.

RESOURCES

Venturize

- Powered by Small Business Majority, Venturize provides a wealth of resources about how to navigate healthcare options for small businesses, including information about group plans and the individual marketplace.

► <https://venturize.org>

National Patient Advocate Foundation (NPAF)

- Provides assistance and guidance on navigating health insurance, understanding benefits, and accessing care
- Offers a Patient Advocate Foundation (PAF) that helps patients deal with insurance, job retention, and debt crisis matters

► <https://www.npaf.org>

Local Clinics and Community Health Centers

Federally Qualified Health Centers (FQHCs)

- Provide comprehensive healthcare services regardless of the patient's ability to pay, including primary care, reproductive health services, mental health and more

Local Health Departments

- Provide public health services including maternal and child health services and reproductive health programs
- Often offer sliding scale fees based on income

► <https://www.naccho.org/membership/lhd-directory>

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DEVELOP SUPPORTIVE WORKPLACE POLICIES



Create and implement workplace policies that support reproductive health and accommodate related needs. Explore policies for parental leave, flexible working arrangements and specific accommodations for reproductive health needs.

RESOURCES

Equal Employer Opportunity Commission

- Provides guidelines on compliance with laws related to workplace accommodations for health needs
- Offers resources on preventing discrimination and ensuring equal opportunities for all employees

▶ <https://www.eeoc.gov>

Reproductive and Maternal Health Compass

- Offers a first-of-its-kind, comprehensive performance standard for employers to measure their reproductive and maternal health benefit offerings.

▶ <https://rmhcompass.org>

National Partnership for Women and Families

- Provides policy guidelines and best practices for creating supportive work environments, including paid family and medical leave
- Offers case studies and model policies to help businesses develop effective support systems

▶ <https://nationalpartnership.org>

Venturize

- Provides information on state paid family and medical leave insurance programs that may help your business facilitate access to this benefit
- Offers tips on additional workplace benefits that can support your employees' health and caregiving needs

▶ <https://venturize.org>

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ADVOCATE FOR LEGAL RIGHTS AND COMPLIANCE

Ensure your business complies with laws related to reproductive health rights and actively advocate for these rights. Conduct training sessions for management on anti-discrimination laws and privacy protections related to reproductive health. Develop a clear procedure for employees to report any violations and ensure they know their legal rights.



RESOURCES

National Women's Law Center

- Advocates for women's legal rights in the workplace, including reproductive health rights
- Provides policy analysis on laws that impact reproductive health care, including abortion and birth control, litigates cutting edge legal theories, provides individualized support and assistance through initiatives such as CoverHer, Abortion Access Legal Defense Fund, Legal Network for Gender Equity, and Time's UP Legal Defense Fund, and engages a wide range of stakeholders in advocating for health equity and reproductive health care access

► <https://nwlc.org>

American Civil Liberties Union (ACLU)

- Provides resources and advocacy for reproductive rights, including legal protections and access to reproductive healthcare
- Offers guidance on legal rights and how to advocate for reproductive health in the workplace

► <https://www.aclu.org/issues/reproductive-freedom>

Department of Health and Human Services - Know Your Rights: Reproductive Healthcare

- The U.S. Department of Health and Human Services (HHS) is committed to providing you with accurate and up-to-date information about access to and coverage of reproductive healthcare and resources.
- Find information on your right to access care and have it covered by your insurance or other healthcare coverage if you have it and learn where to go if you don't have coverage.

► <https://reproductiverights.gov>

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JOIN ADVOCACY AND COALITION EFFORTS

Become an active participant in advocacy groups and coalitions that promote reproductive health access by getting involved with Small Business Majority and our partner organizations.



Make your voice heard

Your story matters and could help policymakers and members of the media understand reproductive healthcare as an economic justice issue. If you have been impacted by limited reproductive healthcare access or would like to advocate on this issue as a small business owner, we want to hear from you and welcome you to share your story.

▶ <https://go.smallbusinessmajority.org/tell-us-your-story>



Join the Don't Ban Equality Coalition

Don't Ban Equality is a coalition of 1,000+ businesses, large to small, located in all 50 states, publicly traded and private, U.S. based and globally headquartered, making the case that abortion access is a workforce and economic issue.

▶ <https://dontbanequality.com>

By following these steps, small business owners can effectively advocate for reproductive health access, ensuring a supportive and inclusive workplace environment.

Small Business Majority is a national small business organization that empowers America's diverse entrepreneurs to build a thriving and equitable economy. We engage our network of more than 85,000 small businesses and 1,500 business and community organizations to deliver resources to entrepreneurs and advocate for public policy solutions that promote inclusive small business growth. Our work is bolstered by extensive research and deep connections with the small business community that enable us to educate stakeholders about key issues impacting America's entrepreneurs, with a special focus on the smallest businesses and those facing systemic inequities.