HOW DOES WHERE YOU WORK AFFECT YOUR CONTRACEPTIVE COVERAGE?

Does your employer have religious objections to contraceptive coverage?

- **YES**
  - Is your employer a nonprofit?
    - **YES**
      - Is your employer a house of worship?
        - **NO**
          - Has your employer notified their insurer or HHS about their religious objection to covering contraceptives?
            - **YES**
              - ACCOMMODATION: Employer is not required to pay for contraceptives in plan, but the insurer or plan administrator pays for contraceptive coverage and notifies employees of the coverage
            - **NO**
              - Court cases pending*
    - **NO**
      - Has your employer notified their insurer or HHS about their religious objection to covering contraceptives?
        - **YES**
          - Exemption: Employer is not required to include contraceptives in plan
        - **NO**
          - Women workers and dependents have full coverage of all FDA-approved contraceptives

- **NO**
  - Employer must include all FDA-approved contraceptives for women in plan
  - Women workers and dependents have full coverage of all FDA-approved contraceptives

* Government can facilitate contraceptive coverage pending outcome of court cases.