

EMPLOYMENT NON-DISCRIMINATION ACT OR ENDA – H.R. 2015

How will it affect your business or Christian school?

This is to be voted on possibly as early as the Week of September 24th!

This proposed federal law is supposed to prohibit employment discrimination based on ‘actual or perceived sexual orientation and gender identity.’ (Includes hiring, firing, compensation, terms, conditions and privileges of employment.) But what are the ramifications of passage of such a bill? Here are the facts:

Definitions in bill:

- ‘Sexual orientation’: homosexuality, bisexuality, or heterosexuality
- ‘Gender identity’: ‘the gender-related identity, appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual’s designed sex at birth’

Who is affected?

- Applies to private employers, public employers (including presidential appointees and congressional employees) employment agencies and labor organizations with at least 15 employees.
- Employers with less than 15 employees and the Armed Forces are exempt under ENDA
- Christian-owned and Christian-run for-profit businesses would be subject to ENDA, even if employing a homosexual or transgender person is contrary to their mission.
- ‘Gender transitioning’ employees must have access to opposite sex restrooms and locker rooms under ENDA. The **ONLY exception** to this rule is in facilities where being seen fully unclothed is unavoidable, such as showers without stalls.

How will ENDA affect Christian schools?

- This bill includes a very narrow religious exemption: “This Act shall not apply to any of the employment practices of a religious corporation, association, educational institution, or society which has as its primary purpose religious ritual or worship or the teaching or spreading of religious doctrine or belief.”
- Note: “has as its primary purpose religious ritual or worship” has been interpreted by legal counsel that Christian schools would not be totally exempt and **would be required to hire homosexual, bisexual and transgender English, Math, History teachers – or any other class that’s primary purpose was not religious.**

ACTION YOU CAN TAKE TO PREVENT THIS BILL FROM PASSING:

**If this concerns you, contact Your Congressman and ask him or her to vote “NO” on H.R 2015.
Go to www.house.gov and key in your nine-digit zip code in the upper left hand corner.**