

Fact Sheet: How Passage of HB 1510 and SB 974 Will Impact Pennsylvania

1.) These bills will add "sexual orientation and gender identity or expression" to the PA Human Relations Act (PHRC) which impacts employment, housing and public accommodation. PHRC currently covers immutable (unchangeable) characteristics like race, color, ancestry, familial status, age, sex, national origin, handicap or disability and religious creed, which is protected under the 1st Amendment. Passage of these bills would add the changeable characteristics of sexual orientation and gender identity. **These laws would be put in place to protect someone based on who they think they are! Where does it stop?**

2.) **Businesses with four or more employees** could no longer "discriminate" against transgenders, thus they must open their women's facilities -- bathrooms, locker and shower rooms -- to men who say they are women and the men's facilities to women who say they are men. This is covered under the "public accommodations" component of HB 1510. (NOTE: Currently a former employee of Cabela's in Hamburg {Berks County}, a male who identifies as a female, is suing his former employer because they asked him to use the unisex bathroom rather than the women's bathroom.)

3.) In June 2011 Ted Martin, executive director of Equality PA, the largest homosexual lobby group in PA said, "This is **about some really basic stuff. . . . even use of a public bathroom.**" His group was "encouraging" Bethlehem to add "sexual orientation and gender identity or expression" to their local anti-discrimination ordinance, which also dealt with employment, housing and public accommodation.

4.) **Women's fitting rooms in department stores would be open to men who identify as women** and vice versa. (NOTE: A "transgender woman," Kate Lynn Blatt, wanted to try on an outfit at a Philadelphia KMart using the women's fitting room. The clerk refused to allow him to use the women's fitting room. The "transgender woman" called a Philly transgender group and the police were called in. During the encounter with the police the offended party complained because the responding officer refused to 'use the proper pronouns' when referring to "her." Since Philly has an anti-discrimination ordinance with "sexual orientation and gender identity or expression, a complaint was filed against the Philly KMart and the end result was all store employees had to go through sensitivity training. It should be noted here: this is the same individual as in number 2 above!)

5.) These bills address an issue that really does not exist -- discrimination against homosexuals in hiring. "Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States," published in the September 2011 issue of the *American Journal of Sociology* notes: **In New York, Pennsylvania, and California, the gap between callbacks for gay and heterosexual "applicants" was insignificant.**

6.) Christian business owners such as bakers, florists, photographers, seamstresses, bed and breakfast owners would be forced to use their God-given talents to participate in same-sex "weddings." As we've seen in other states where such bills became law these business owners are forced to go against their deeply held religious beliefs that engaging in homosexual acts is sinful. If they do not, they will be fined or lose their business. **All the businesses that have had complaints filed against them serve homosexuals in other circumstances, but draw the line at "gay weddings."** (NOTE: If such a law had been in place in PA in 2014, then homosexual activists would have been able to sue WW Bridal Boutique in Bloomsburg and the Inne at Abington in Lackawanna County because the Christian owners would not make wedding gowns for a lesbian couple and provide a wedding venue, respectively. Again, these businesses provide services to homosexuals, but draw the line at legitimizing a "gay wedding.") Homosexual activists try to equate this type refusal of service to past refusal to serve blacks. This is comparing apples to oranges! Skin color is immutable (unchangeable), but homosexuality is changeable -- thousands have left the homosexual lifestyle.