

EQUALITY ACT

HARMS TO RELIGIOUS LIBERTY

The Equality Act elevates sexual orientation and gender identity to protected class status in existing federal nondiscrimination laws governing places of public accommodation, employment, housing, and recipients of federal financial assistance. Though “nondiscrimination” sounds good in the abstract, in practice **the Equality Act poses a devastating and unprecedented threat to religious freedom.**

It doesn't offer equality or fairness—it creates victims.

HARMS TO RELIGIOUS ORGANIZATIONS, FAITH-BASED SCHOOLS, AND CHILD WELFARE PROVIDERS

- The Equality Act would harm the over 400,000 children in our nation's foster care system by closing down faith-based adoption and foster care providers who believe children thrive best in home with a married mother and father.
- It would significantly threaten the many faith-based social service organizations that receive federal grants to enable them to better serve the most vulnerable among us every day. These organizations would be prohibited from living out their beliefs about marriage or human sexuality as a condition of continuing to receive federal funding.
- It would deny federal financial aid to students at faith-based colleges and universities unless those schools abandon policies and practices reflecting their sincerely held beliefs about marriage and sexuality.



▶ REAL WORLD EXAMPLE:

Shortly after putting out an urgent call for 300 more foster families, the City of Philadelphia relied on a policy like the Equality Act to shut out Catholic Social Services' foster-care program because of the nonprofit's commitment to placing children in homes with a married mother and father.



HARMS TO MEDICAL RIGHTS OF CONSCIENCE

- The Equality Act could force doctors, counselors, and healthcare practitioners to violate their conscience by requiring them to prescribe puberty blockers, cross-sex hormones, and “sex-reassignment surgery” to otherwise healthy children who are struggling with their gender identity, even though such treatments cause severe and often irreversible harm, including permanent sterilization.



► REAL WORLD EXAMPLE

The ACLU sued Mercy San Juan Medical Center, a Catholic hospital in California, after it declined to perform a medically unnecessary hysterectomy on a biological woman who requested the procedure so she could “transition” from living as a woman to living as a man. The hospital’s case is now pending before the Supreme Court.

HARMS TO BUSINESS OWNERS

- The Equality Act could impose government punishment on small business owners, like floral artist Barronelle Stutzman and cake artist Jack Phillips, who serve everyone but can’t express every message or celebrate every event.
- It could require businesses to open up private, sex-specific spaces like locker rooms and dressing rooms to members of the opposite sex, forcing female employees and customers to share these private areas with men.
- It could force business owners and employees to violate their conscience by compelling them to use pronouns based on professed identity rather than biology.
- Employers could be forced to cover puberty blockers, cross-sex hormones, and so-called “sex reassignment surgery” in their healthcare plans.



► REAL WORLD EXAMPLE:

Washington State and the ACLU sued Barronelle Stutzman and her shop, Arlene’s Flowers, because she declined to create custom floral arrangements celebrating a same-sex wedding ceremony. She now faces the risk of losing nearly everything she owns.

