



**Employment Non-Discrimination Act:
Choosing against Conscience
or Facing the Consequences
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When Peter and the apostles were confronted by the authorities, demanding that they no longer preach in the name of Jesus, these church leaders were faced with a choice: violate their consciences or face the consequences. The Apostles refused to obey the authorities, but felt blessed that that they were deemed worthy to suffer for the Name of Jesus (Acts 5:17-42). Christians may be faced with a similar choice with the Employment Non-Discrimination Act (ENDA): violate our consciences or face the consequences. Basically, ENDA states that no governmental entity and *no private employer with 15 or more employees* can discriminate in employment on the basis of a person's sexual orientation or gender identity (e.g., "Cross-Dressers").

This bill could force Christian schools, bookstores, and para-church ministries like the Gideons, FCA, YMCA, as well as Christian-owned businesses to hire, not fire, or withhold a promotion from those who hold to different beliefs about homosexuality and transgender-ism. So ENDA would protect voluntary sexual behaviors that are harmful to individuals and to society.

Chai Feldblum and the EEOC would enforce the law. Feldblum, an openly lesbian Georgetown University law professor, recently appointed by President Obama to head up the federal agency that deals with workplace discrimination. In a 2006 interview, Feldblum said that when religious liberty and sexual liberty came into conflict, she was "having a hard time coming up *with any case* in which religious liberty should win."



While recent formulations of ENDA have a religious exemption that would make it clear that churches do not have to hire homosexual pastors, we have no assurance that the "exemption" would cover other church employees, like assistants, paid child care workers, etc., or other religious organizations. That remains subject to debate and amendment in Congress.

Despite the exemptions, churches, ministries and religiously-affiliated schools need to preemptively include a section on biblical sexuality in their statements of faith to protect against deviants who could use the omission as a pretext for employment lawsuits. Some day the hiring choice may well be: violate our consciences or face the consequences of fines and legal action.

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Action Alert
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Employment Non-Discrimination Act: Liberals in both the U.S. House (H.R. 3017) and Senate (S. 1584) have introduced bills prohibiting employment discrimination on the basis of “sexual orientation or gender identity.” President Obama has indicated he will sign such a bill into law if passed. However, Christians all across the nation can make an impact on the outcome.

ENDA Action Steps:

1. Pray for National Awareness – Because it provides protections for voluntary sinful behaviors and not just immutable characteristics, ENDA would be detrimental to our freedom of religion and conscience. ENDA would:

- Create special protections for homosexuals, bisexuals, and cross-dressers.
- Interfere with the freedom of businesses to set their own standards for employment.
- Require, for example:
 1. Businesses, owned by or managed by Christians, to hire an otherwise qualified practicing “Cross-Dresser” as manager or employee.
 2. Schools to hire openly homosexual teachers and administrators, who would then be role models to children.
 3. A daycare director, who is a Christian, to retain an employee who she discovers engages in homosexual activity.
 4. Wedding-related businesses (photographers, caterers, etc.) to offer their services for same-sex “commitment ceremonies.”
- Result in “reverse discrimination” against individual employees who express personal disapproval of homosexual or transgender conduct.

Now Hiring!

2. Stay Informed – Check out our microsite: www.fightenda.org. Get the DVD and show it in small groups. Sign up for the Washington Update: www.FRC.org.

3. Take Action – Some things you can do:

- Contact your elected officials (visit www.FRC.org). Tell your Senators and member of Congress to oppose ENDA because of the threat to our Constitutional freedom of religion and rights of conscience.
- Include a statement on biblical sexuality in church/business documents.
- Share this message with a friend.

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