



# Resolution

## URGING PROTECTION OF RELIGIOUS FREEDOM IN EMPLOYMENT

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- WHEREAS** Congress has repeatedly considered over the years the *Employment Non-Discrimination Act (ENDA)*, a bill that would grant legal employment protection to so-called “Lesbian-Gay-Bisexual and Transgender” (LGBT) persons, and Congress is doing so once again, with the U.S. Senate Committee on Health, Education, Labor and Pensions having voted affirmatively to approve that bill;
- WHEREAS** *ENDA* would create new legal protections for “LGBT” persons based on categories of “sexual orientation” and “gender identity” which have no foundation in common sense, logic, or the original intent of the founders of our Constitution, while constraining and minimizing the free enterprise rights of private employers and jeopardizing the liberties of Christian employers who refrain from hiring “LGBT” persons;
- WHEREAS** *ENDA* purports to have a “religious exemption” for religious employers, however NRB’s General Counsel has testified before the House of Representatives and twice before the Senate that those so-called religious protections are woefully inadequate, and would provide no protection for Christian businesses like Christian publishing companies, book stores, counseling centers, commercial broadcasters and media companies, and countless other for-profit enterprises that are owned and operated by Christians, and regarding non-profit ministry organizations and churches, *ENDA* would at best only provide an exemption for only some but certainly not all, given the narrow language and confusing structure of *ENDA*’s so-called religious exemption;
- WHEREAS** News reports indicate that an unprecedented campaign is being mounted by “LGBT” activists and lobbyists dedicated to passage of *ENDA*;
- THEREFORE BE IT RESOLVED** that NRB calls upon Congress to reject *ENDA*, as it is a legislative proposal that would fail to protect the basic religious liberties of Christian employers, and would result in a tide of employment discrimination lawsuits against faith-based places of employment that make hiring and firing decisions based on Biblical values.