



Child & Parental Rights

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Restore. Defend. Secure.

The (In)Equality Act, H.R. 5

An existential threat to faith communities



Overview of the Equality Act, H.R. 5

Redefines Sex To Include “Sexual Orientation” and “Gender Identity”

- ▶ Adds “*sexual orientation and gender identity*” to the term “sex” throughout the Civil Rights Act
- ▶ “Sex” would no longer be defined as it has for millennia as the objective biological reality of being male or female
- ▶ Includes the societally derived concepts of sexual orientation or gender identity as being equal to and interchangeable with sex
- ▶ Overrides the very nature of “sex” in the law

Overview of the Equality Act H.R. 5

Require All Establishments Open to The Public to Comply

- ▶ Expands the definition of “public accommodations”
- ▶ To include: “*any establishment that provides a good, service, or program, including a store, shopping center, online retailer or service provider, salon, bank, gas station, food bank, service or care center, shelter, travel agency, or funeral parlor, or establishment that provides health care, accounting, or legal services*”
- ▶ Also include a “*stadium or other place of or establishment that provides . . . recreation, exercise, . . . public gathering, or public display*”
- ▶ Bottom line: would include facilities faith-based organizations use for public gatherings or for sports or recreational activities for children





Overview of the Equality Act, H.R. 5

Force Faith-Based Organizations to Hire Employees Who Do Not Share Their Beliefs

- ▶ Establishments open to the public have to ensure that hiring and employment policies do not treat someone differently because they are lesbian, gay, bisexual or transgender
- ▶ Includes churches and faith-based non-profits having to hire people who do not share their beliefs
- ▶ Property owners would have to ensure that all users of their property comply

Overview of the Equality Act, H.R. 5

Threaten Religious Freedom and Free Speech

- ▶ Explicitly removes the protections of the *Religious Freedom Restoration Act* (42 U.S.C. 2000bb et seq.) as a defense or as a basis for challenging its enforcement
- ▶ Faith-based organizations compelled to adjust their programs, open up their privacy facilities to transgender (opposite-sex) persons, and revise employment policies, or be subject to liability
- ▶ Public schools to adopt policies that compel children and adults to refer to other students or employees as a member of the opposite sex if that is how he or she identifies





Overview of the Equality Act, H.R. 5

Require All Organizations Open to the Public to Open Up Their Bathrooms

- ▶ Require schools, workplaces, and all establishments deemed a “public accommodation” to permit biological males who identify as females to use shared privacy facilities (restrooms, locker rooms and dressing rooms) set aside for females, and vice versa
- ▶ Women and children who use these facilities would surrender their right to privacy and be placed at increased risk for harassment or assault by men who claim to identify as women

Undermine Parental Rights and Instruction

- ▶ Parental values of modesty, privacy, and safety would be contradicted by school officials who require that children accept opposite sex classmates in their restroom, locker room, or shower
- ▶ Children would be required to affirm that their female classmates are actually male and vice-versa, contradicting their parents' instruction concerning the binary nature of sex
- ▶ Likely lead to universal instruction about sexual orientation and gender identity as normative, contradicting parents' teaching about the created nature of men and women and human sexuality





Overview of the Equality Act, H.R. 5

Force Health Care Providers to Provide Abortions and Gender Transition Treatments

- ▶ Health care providers would be prohibited from refusing to perform abortions, “gender-affirming” treatments or surgeries on the basis that it violates their religious beliefs
- ▶ Health care professionals would be required to provide such services regardless of their religiously-based objections, or otherwise face liability

Overview of the Equality Act, H.R. 5

Jeopardize Girls' and Women's Athletic and Educational Opportunities

- ▶ Require that sex-separate athletics be available based upon how students self-identify, instead of their biological sex
- ▶ Force girls and women to compete for athletic opportunities and scholarships against males who have physical advantages that cannot be overcome by cross-sex hormones
- ▶ Create significant risks of injury for girls and women





Overview of the Equality Act, H.R. 5

Inevitably Threaten Tax-Exempt Status for Faith-Based Organizations

- ▶ Faith-based organizations that refuse to comply with its redefinition of sex could face loss of their tax-exempt status
- ▶ Once the expanded definition of sex is enshrined in the Civil Rights Act it would trigger additional actions designed to enforce the law
- ▶ Is foreseeable would result in denial or revocation of tax-exempt status to organizations that violate the Act

WHAT CAN YOU DO?

Call the Senate Switchboard at (202)224-3121

- ▶ Ask for your Senator's office
- ▶ Tell them to vote "No" on the Equality Act
- ▶ Ask them to protect people of faith and their institutions

WHAT CAN YOU DO?

- ▶ **Email** your U.S. Senators a letter asking them to oppose the Equality Act, H.R. 5
- ▶ Go to: <https://www.senate.gov/senators/senators-contact.htm>
 - ▶ Enter your state
 - ▶ Choose your Senator
 - ▶ Fill out the contact form
- ▶ **Encourage your friends and family to call and email their U.S. Senators**

Resources CPRC Can Provide:



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- ▶ **Sample letters** –
 - ▶ For individuals
 - ▶ For churches or organizations
- ▶ **PowerPoint** for Congregations
- ▶ **Presentations**—live or Zoom—to a group of pastors, church leadership, or congregations
- ▶ Request sample letters, PPT, or a presentation by emailing us at: info@childparentrights.org





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The Child & Parental Rights Campaign, Inc. is a non-partisan not-for-profit public interest law firm founded to protect the well-being of children and defend parental rights against the harms of gender identity ideology. You may visit our website at: www.childparentrights.org or contact us at 770.448.4525 or info@childparentrights.org.