

CWA of Ohio

Senate Bill 305 Talking Points

1. **Ohio Senate bill 305 would overturn the historical basis or protected class status.**

While every other federally protected class embodies three standards: an obvious, immutable characteristic; a history of discrimination evidenced by economic disenfranchisement; and political powerlessness, "sexual orientation" and "gender identity" falls under none of these criteria.

2. **An employer with a moral or religious belief opposed to homosexuality, bisexuality or transgenderism would be forced to lay down their rights and convictions at the office door.** While the U.S. Constitution provides religious freedom for all Americans, S.B. 305 codifies discrimination against people who oppose homosexual and "transgender/crossdresser" lifestyles based on religious principles.

3. **S.B. 305 will undermine the institution of marriage** and jeopardize the Ohio Defense of Marriage Act by pronouncing traditional sexual morality a form of discrimination in Ohio. This legislation will lead to a glut of litigation and lead inevitably to employers being required to offer marriage-like benefits to homosexual employees.

4. **S.B. 305 expands civil rights protection on the vague basis of perception.** Because S.B. 305 covers "real or perceived," "sexual orientation," an employee or potential employee could sue an employer for his or her perception of the employee's sexually orientation. Yet unlike the currently protected classes or race, age and gender in employment "sexual orientation" is BEHAVIORAL and not scientifically verifiable.

5. **S.B. 305 will place the state government in direct opposition to the beliefs of all major faiths in America** regarding sexuality. The Ohio State government will, in effect, become an adversary to moral sexuality and religious conviction.