

CONCERNED  
**WOMEN** *for* **AMERICA**  
LEGISLATIVE ACTION COMMITTEE

**Sexual Orientation, Gender Identity (SOGI)  
Nondiscrimination Ordinances**

- All persons should be treated with dignity and respect, as we are all created in the image of God.
- We should celebrate diversity. We are not a monolithic group of people; we are very different, and yet, all equally valuable. Intrinsically so, not just by virtue of the law.
- SOGI ordinances seek to erase diversity and impose artificial homogeneity on citizens under the threat of law.
- SOGI ordinances make it illegal for the government, businesses, schools, and other organizations to make any distinction based on their “sexual orientation” or “gender identity.”
- SOGI ordinances elevate the choice of LGBTQ people over the privacy of others.
- They tell young girls that they are in violation of the law for demanding privacy in restrooms, shower rooms, locker rooms, and even in certain overnight accommodations.
- Sexual assault victims, for example, have come out in strong opposition to these misguided ordinances. Why are we insisting that female victims must endure the pain of having a man showering next to them in the name of artificial inclusion?
- SOGI laws are unjustified. Adding “sexual orientation,” “gender identity,” and/or “expression” can create a hostile climate for employees who have experienced trauma or even for people of faith who hold on to the biological view of sex and/or the historical definition of marriage.
- SOGI laws are being used to target Christian business owners like Jack Phillips of Masterpiece Cakeshop or Christian organizations like Christian adoption agencies.
- Government has no business punishing its citizens for living consistently with their religious beliefs.

- Instead, government should provide for the privacy and safety of its citizens.
- Laws seeking to protect against mistreatment of LGBTQ people should always leave people free to live out their faith and/or convictions about sex and sexual behavior.
- To say that we are created male and female is not a social construct; it is a biological reality. Why is this distinction not tolerated by the advocates of tolerance?
- SOGI laws regulate access to privacy facilities based on subjective self-perceptions of “gender” and not objectively known biological sex.
- SOGI laws are *not* targeted like other civil rights laws based on immutable characteristics.
- The fluid, arbitrary nature of these terms is deeply problematic. Facebook now allows for over 60 “genders” or “sexual orientations.” Who defines these? The terms are *not* clearly defined.
- We should be open-minded enough to give women the privacy they request. We need not erase the femaleness of women, in order to be compassionate toward homosexual or transgender individuals.
- Our binary understanding of sex is embedded in creation. It cannot be reversed or changed. It is reasonable to acknowledge this reality in law.
- Under SOGIs, individuals are expected to leave their faith at home or be punished. SOGIs even threaten the freedom of churches, religious nonprofits, and Christian schools.
- Religious exemptions do not adequately protect people of faith. They typically want to limit the First Amendment freedoms guaranteed to the individual to the four corners of the church, leaving vulnerable Christian businesses in multiple other contexts.
- SOGI legislation undermines the rights of businesses to set standards of conduct. A Christian school should be able to require its male first-grade teacher to dress according to their Christian standards. If a male teacher decides he wants to transition, it is unreasonable to ask the school to ignore the concerns of children and parents to accommodate the teacher’s subjective desire to dress as a woman or potentially face criminal penalties for not permitting him to express who he believes he is.
- Our laws already protect against discrimination. Our Constitution protects all our citizens, resting on those fundamental principles of our Declaration of Independence that we are all “created equal ... endowed by [our] Creator with certain unalienable rights, [which include] life, liberty, and the pursuit of happiness.”
- Public accommodation protections are already codified in 42 U.S.C. Section 2000a.