



## **Cosponsor the Employment Non-Discrimination Act (ENDA)**

July 9, 2013

Dear Member of the Health, Education, Labor & Pensions Committee:

The Leadership Conference on Civil and Human Rights and the undersigned organizations urge you to support the Employment Non-Discrimination Act (ENDA). It is time for Congress to act on this crucial civil rights legislation.

Our organizations are dedicated to the principle that every worker should be judged solely on his or her merits. Hardworking Americans should not be kept from supporting their families and making a positive contribution to the economic life of our nation because of characteristics that have no bearing whatsoever on their ability to do a job. However, lesbian, gay, bisexual, and transgender (LGBT) Americans continue to experience high rates of discrimination in the workplace based on their sexual orientation and gender identity.

Without a comprehensive federal law like ENDA, these workers lack employment protections in a majority of states. Only 21 states' laws prohibit discrimination in employment based on sexual orientation, and only 16 also do so based on gender identity, meaning that it is legal to fire members of the LGBT community in 29 and 34 states, respectively. ENDA prohibits discrimination based on sexual orientation and gender identity in most workplaces. The time has long since come to end this injustice for LGBT Americans and pass ENDA.

America's corporate leaders support ENDA's fair-minded approach. Eighty-eight percent of Fortune 500 companies have included sexual orientation protections in their workplace policies and more than fifty-seven percent of them also prohibit discrimination based on gender identity. Corporate America is leading the way in workplace fairness.

Public support for ENDA is strong. A June 2011 poll from Greenberg Quinlan Rosner Research found that 73 percent of likely voters support protecting LGBT people from discrimination in employment. It is clear that Americans know that ENDA represents a measured and pragmatic response to unjust prejudice and discrimination.

We hope you will support this historic legislation. Please contact Rob Randhava, Senior Counsel at The Leadership Conference, at (202) 466-6058 if you have any questions.

Sincerely,

A. Philip Randolph Institute  
AFL-CIO  
Alliance for Retired Americans  
American Association for Affirmative Action  
American Association of People with Disabilities

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Association of Flight Attendants - CWA  
Bazelon Center for Mental Health Law  
B'nai B'rith International  
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Center for American Progress Action Fund  
Center for Women Policy Studies  
CenterLink: The Community of LGBT Centers  
COLAGE: People with a Lesbian, Gay, Bisexual, Transgender, or Queer Parent  
Communications Workers of America  
Disability Rights Education and Defense Fund  
Disciples Justice Action Network  
Equal Justice Society  
Equality Matters  
Family Equality Council  
Freedom to Work Advocacy Fund  
Friends Committee on National Legislation  
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Human Rights Campaign  
Immigration Equality Action Fund  
Interfaith Alliance  
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International Union, United Automobile, Aerospace and Agricultural Implement Workers of America  
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National Association of Human Rights Workers  
National Association of Social Workers  
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National Center for Lesbian Rights  
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National Congress of Black Women, Inc.  
National Council of Jewish Women  
National Council of La Raza  
National Disability Rights Network  
National Education Association  
National Employment Law Project  
National Employment Lawyers Association (NELA)  
National Fair Housing Alliance  
National Gay & Lesbian Chamber of Commerce (NGLCC)  
National Gay and Lesbian Task Force Action Fund  
National Stonewall Democrats  
National Workrights Institute  
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Pride At Work, AFL-CIO  
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Southern Poverty Law Center  
Trans People of Color Coalition  
Transgender Law Center  
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United Church of Christ, Justice and Witness Ministries  
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Women of Reform Judaism  
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