

March 13, 2019

The Honorable Nancy Pelosi
Speaker of the House
U.S. House of Representatives
Washington, DC 20515

The Honorable Mitch McConnell
Majority Leader
U.S. Senate
Washington, DC 20510

The Honorable Kevin McCarthy
Minority Leader
U.S. House of Representatives
Washington, DC 20515

The Honorable Chuck Schumer
Minority Leader
U.S. Senate
Washington, DC 20510

Dear Speaker Pelosi, Leader McConnell, Leader McCarthy, and Leader Schumer:

The undersigned trade and professional associations support provisions in the Equality Act that amend Title VII of the Civil Rights Act to provide employment non-discrimination protections based on sexual orientation and gender identity. Equality of opportunity is a key pillar of our great democracy—one that allows all people to pursue their American Dream—and part of what makes our nation exceptional. Our industries, representing tens of millions of Americans, understand this basic fact and have been at the forefront of efforts to combat discrimination based on sexual orientation and gender identity in the workplace.

We believe an appropriately-tailored federal standard would complement our members' ongoing work to promote equal opportunity in the workplace. A clear federal standard would better enable individuals to succeed based on their abilities and qualifications to perform a job. Our members recognize the value of equal opportunity because it enables them to attract and retain the most talented employees.

Title VII of the Civil Rights Act provides a well-understood legal framework for preventing and addressing discrimination. Amending the Act to include protections based on sexual orientation and gender identity is a sensible approach to ensure consistency with other protected classes.

We look forward to working with Congress to promote and perfect the Equality Act, as we believe it meets these criteria.

Sincerely,

ACT | The App Association
AdvaMed
Aerospace Industries Association
American Benefits Council
American Cleaning Institute
American Hotel & Lodging Association
American Medical Association
American Society of Association Executives

Asian American Hotel Owners Association
Auto Care Association
BSA | The Software Alliance
Business Roundtable
College and University Professional Association for Human Resources
Consumer Healthcare Products Association
Consumer Technology Association
Council for Responsible Nutrition
Edison Electric Institute
Financial Executives International
Food Marketing Institute
Fragrance Creators Association
Grocery Manufacturers Association
Household & Commercial Products Association
HR Policy Association
Information Technology Industry Council (ITI)
International Council of Shopping Centers
International Franchise Association
Internet Association
Nareit
National Association of Chain Drug Stores
National Association of Manufacturers
National Investor Relations Institute
National Leased Housing Association
National Restaurant Association
National Retail Federation
National Safety Council
National Venture Capital Association
Personal Care Products Council
Retail Industry Leaders Association
Solar Energy Industries Association
The Center for Baby and Adult Hygiene Products
The ERISA Industry Committee
The National Multifamily Housing Council
The Real Estate Roundtable
U.S. Chamber of Commerce