

Congress of the United States
Washington, DC 20515

December 3, 2014

Speaker John Boehner
Office of the Speaker
H-232 United States Capitol
Washington, DC 20515

Dear Mr. Speaker:

As the 113th Congress draws to a close, we respectfully encourage you to support inclusion of the Employment Non-Discrimination Act (ENDA), a commonsense piece of legislation to end discrimination on the basis of sexual orientation or gender identity, as part of any available legislative vehicle including the National Defense Authorization Act.

Here in the United States we value the quality of an individual's work over who they are. We already protect individuals from discrimination based on race, color, religion, sex, or national origin. ENDA is necessary for fellow Americans who do not enjoy these same protections. In 29 states, an estimated four million workers can be legally fired because of their sexual orientation. Standing up for the individual liberty of workers is the right thing to do. No one should be denied a job, denied a promotion, or fired because of whom they are.

A July 31, 2013 report from the Government Accountability Office details that the passage of ENDA would not lead to a flood of litigation. The legislation expressly prohibits quotas and disparate impact claims blocking the opportunity for this to be an avenue for frivolous lawsuits.

As you know, on November 7, 2013, the United States Senate passed ENDA with significant Republican support. It did so after the chamber secured a prohibition on government retaliation against organizations that choose to express their religious liberty.

Thank you for considering this request. We look forward to working with you to advance the goals of this important legislation to protect the basic freedoms every worker in America should have.

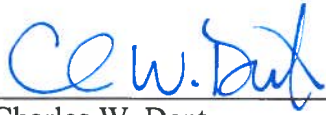
Sincerely,



Ileana Ros-Lehtinen
Member of Congress



Richard Hanna
Member of Congress



Charles W. Dent
Member of Congress



Frank LoBiondo
Member of Congress



Chris Gibson
Member of Congress



Jon Runyan
Member of Congress