



AMERICAN CIVIL LIBERTIES UNION OF UTAH FOUNDATION, INC
355 NORTH 300 WEST, SALT LAKE CITY, UT 84103
(801) 521-9862 PHONE • (801) 532-2850 FAX
ACLU@ACLUUTAH.ORG • WWW.ACLUUTAH.ORG

October 10, 2007

The Honorable Jim Matheson
410 Cannon HOB
Washington, D.C. 20515

Dear Representative Matheson:

The ACLU of Utah and its 2,250 members write you to express our support of the Employment Non-Discrimination Act (ENDA), H.R. 2015, as it was introduced in the House of Representatives in April 2007. ENDA would extend fair employment practices under federal law to the gay, lesbian, bisexual and transgender community. We urge you to oppose any attempt to weaken the bill, including any efforts to modify or strip transgender protections.

ENDA is a pragmatic and measured solution to the problem of workplace discrimination against gay, lesbian, bisexual and transgender Americans. It does not apply to small businesses or the military. It prohibits preferential treatment, the use of quotas, and the collection of statistics. It permits employers to maintain generally-applicable workplace policies, including dress codes. ENDA does not require that benefits be provided to the same-sex partners of employees.

Despite advances in protecting transgender people on the state and local level, as well as in the private sector, it remains legal in 39 states to fire someone solely based on his or her gender identify. Including explicit protections against discrimination based on gender identity not only helps transgender people; it also strengthens ENDA for the rest of our community by ensuring that an employer cannot fire or refuse to hire a gay employee for an "effeminate" walk or a lesbian employee for dressing "too butch."

Your vote will be critical in ensuring workplace fairness for all Americans. Once again, we urge you to support ENDA as it was first introduced and oppose any attempt to weaken the bill, including by modifying or stripping any of the transgender protections.

Sincerely,
Karen McCreary
Executive Director