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A Resolution in Support of the Employment Non-Discrimination Act

WHEREAS Washington State has laws protecting citizens from workplace discrimination based on sexual orientation and gender identity, but most LGBTQ Americans do not live in a place where they are legally protected from discrimination in the workplace;

WHEREAS in the United States, 29 states have no law protecting its citizens against workplace discrimination based on sexual orientation;

WHEREAS 33 states have no law protecting its citizens against workplace discrimination based on gender identity;

WHEREAS nine out of ten Americans mistakenly believe federal law already protects LGBTQ people from workplace discrimination;

WHEREAS studies show as many as 43 percent of LGBTQ employees say they've experienced workplace discrimination;

WHEREAS 90 percent of transgender employees, say they've experienced workplace discrimination;

WHEREAS only 5 percent have reported it because there are so few protections against discrimination in the workplace against LGBTQ people and because they rightly fear repercussions;

WHEREAS 85 percent of Democrats across the country, 78 percent of Independents, and 70 percent of Republicans support LGBTQ workplace protections;

WHEREAS a recent study found that 57 percent of LGBTQ people claimed "equal employment rights" as the LGBTQ issue of greatest importance to them;

WHEREAS the United States Senate passed the Employment Non-Discrimination Act (ENDA) on November 7, 2013 with a bipartisan vote of 64-32 (including ten Republicans) after passing the Senate Health, Education, Labor, and Pensions Committee overwhelmingly by a bipartisan 15-7 vote;

WHEREAS ENDA would provide basic protections against workplace discrimination on the basis of sexual orientation or gender identity ensuring no one can be denied employment or a promotion, or fired, simply for being gay or transgender; and

43 **WHEREAS** ENDA exempts small businesses, religious organizations, and the military;

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45 **THEREFORE BE IT RESOLVED** that the Washington State Democratic Central
46 Committee endorses the Employment Non-Discrimination Act and asks constituents of
47 Republican-led House Congressional Districts of Washington State to contact their
48 representative and ask for their strong support on this historic legislation.

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51 Submitted by the 30th LD Democrats to the WSDCC. (Date Submitted 5/30/2014)

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53 Recommended Pass by the Resolutions Committee at their September 13, 2014 Meeting
54 in Ferndale.

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56 Passed by the WSDCC at their September 13, 2014 Meeting in Ferndale.