

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