
APPENDIX A

THE EMPLOYMENT

NON-DISCRIMINATION ACT — ENDA

ENDA has not passed yet. It remains in both US Senate and US House Committees. But as it is currently written, the transgenders are purposefully omitted. If ENDA passes as presently written, federal employment protection will exist for lesbians and gays and bisexuals, but not for the transgendered.

In this appendix are the following:

- Platform of the 1993 March on Washington for Lesbian, Gay and Bi Equal Rights and Liberation. *TRANSGENDER IN THE TEXT!!*
- The full text of ENDA with transgender amendments proposed in a discussion draft by Senator James Jeffords (R-VT) from language submitted to him privately by Kerin and privately by Frye. For the full text of ENDA as it is currently UNamended, simply draw a line through each "or gender" which appears in the phrase "sexual or gender orientation." Also strike each "transgendered person". Also strike the definition of transgendered person at the bill's end which is the word for word definition as passed in Senator Paul Wellstone's (D-MN) home state of Minnesota.
- Letter sent privately by Kerin and privately by Frye to gay, lesbian, bisexual and supportive straight persons about transgender exclusion from ENDA.
- Letter sent privately by Kerin and privately by Frye to transgenders about transgender exclusion from ENDA.
- Sample letter to legislators sent out privately by Kerin and privately by Frye about transgender exclusion from ENDA.
- JOB DISCRIMINATION Based on Transgender Identification Form. Please copy and distribute this form widely!!!
- Partial List of Companies Which Include Sexual Orientation in Non-Disrimination Policies. *NOTE that these companies probably do not include transgender in their definition of sexual orientation but probably would include both transgenders and "sexual or gender orientation" if asked just as Senator Jeffords is proposing his amendment of ENDA.*
- Listing of congresspersons who supported ENDA (without the transgender amendment) in the 1994 US Congress.
- Listing of members for the 1995 US House of Representatives
- Legal Opinion: "The Drag Community Will Remain Legally Unprotected Even After "Lesbian and Gay" Rights are Attained"

Platform of the 1993 March on Washington for Lesbian, Gay, and Bi Equal Rights and Liberation

Action Statement Preamble to the Platform

The Lesbian, Gay, Bisexual and Transgender movement recognizes that our quest for social justice fundamentally links us to the struggles against racism and sexism, class bias, economic injustice and religious intolerance. We must realize if one of us is oppressed we all are oppressed. The diversity of our movement requires and compels us to stand in opposition to all forms of oppression that diminish the quality of life for all people. We will be vigilant in our determination to rid our movement and our society of all forms of oppression and exploitation, so that all of us can develop to our full human potential without regard to race, religion, sexual orientation/identification, identity, gender and gender expression, ability, age or class.

THE MARCH DEMANDS

1. We demand passage of a Lesbian, Gay, Bisexual, and Transgender civil rights bill and an end to discrimination by state and federal governments including the military; repeal of all sodomy laws and other laws that criminalize private sexual expression between consenting adults.
2. We demand massive increase in funding for AIDS education, research, and patient care; universal access to health care including alternative therapies; and an end to sexism in medical research and health care.
3. We demand ~~legislation to prevent~~ discrimination against Lesbians, Gays, Bisexuals, and Transgendered people in the areas of family diversity, custody, adoption and foster care and that the definition of family includes the full diversity of all family structures.
4. We demand full and equal inclusion of Lesbians, Gays, Bisexuals, and Transgendered people in the educational system, and inclusion of Lesbian, Gay, Bisexual and Transgender studies in multicultural curricula.
5. We demand the right to reproductive freedom and choice, to control our own bodies, and an end to sexist discrimination.
6. We demand an end to racial and ethnic discrimination in all forms.
7. We demand an end to discrimination and violent oppression based on actual or perceived sexual orientation/identification, race, religion, identity, sex and gender expression, disability, age, class, AIDS/HIV infection.

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DISCUSSION DRAFT

S.L.C.

AMENDMENT NO. _____ Calendar No. _____

Purpose: To provide a substitute amendment.

IN THE SENATE OF THE UNITED STATES—103d Cong., 2d Sess.

S. 2238

To prohibit employment discrimination on the basis of sexual
or gender orientation.

Referred to the Committee on _____
and ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT IN THE NATURE OF A SUBSTITUTE intended
to be proposed by Mr. JEFFORDS

Viz:

- 1 Strike all after the enacting clause, and insert the
- 2 following:
- 3 **SECTION 1. SHORT TITLE.**
- 4 This Act may be cited as the "Employment Non-
- 5 Discrimination Act of 1994".
- 6 **SEC. 2. FINDINGS AND PURPOSES.**
- 7 (a) FINDINGS.—The Congress finds that—
- 8 (1) an individual's sexual or gender orientation
- 9 bears no relationship to the individual's ability to
- 10 contribute fully to the economic and civic life of soci-
- 11 ety;

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1 (2) historically, American society has tended to
2 isolate, stigmatize, and persecute gay men, lesbians,
3 bisexuals, and transgendered persons;

4 (3) one of the main areas in which gay men,
5 lesbians, bisexuals, and transgendered persons face
6 discrimination is employment;

7 (4) employment discrimination on the basis of
8 sexual or gender orientation violates fundamental
9 American values of equality and fairness;

10 (5) the continuing existence of employment dis-
11 crimination on the basis of sexual or gender orienta-
12 tion denies gay men, lesbians, bisexuals, and
13 transgendered persons equal opportunity in the
14 workplace and affects interstate commerce;

15 (6) individuals who have experienced employ-
16 ment discrimination on the basis of sexual or gender
17 orientation often lack recourse under Federal law;
18 and

19 (7) gay men, lesbians, bisexuals, and
20 transgendered persons have historically been ex-
21 cluded from full participation in the political process,
22 comprise a discrete and insular minority, and have
23 historically been subjected to purposeful unequal
24 treatment based on characteristics not indicative of
25 their ability to participate in or contribute to society.

1 (b) PURPOSES.—It is the purpose of this Act—

2 (1) to provide a comprehensive Federal prohibi-
3 tion of employment discrimination on the basis of
4 sexual or gender orientation;

5 (2) to provide meaningful and effective rem-
6 edies for employment discrimination on the basis of
7 sexual or gender orientation; and

8 (3) to invoke congressional powers, including
9 the powers to enforce the 14th amendment to the
10 Constitution and to regulate commerce, in order to
11 prohibit employment discrimination on the basis of
12 sexual or gender orientation.

13 **SEC. 3. DISCRIMINATION PROHIBITED.**

14 A covered entity, in connection with employment or
15 employment opportunities, shall not—

16 (1) subject an individual to different standards
17 or treatment on the basis of sexual or gender ori-
18 entation;

19 (2) discriminate against an individual based on
20 the sexual or gender orientation of persons with
21 whom such individual is believed to associate or to
22 have associated; or

23 (3) otherwise discriminate against an individual
24 on the basis of sexual or gender orientation.

1 **SEC. 4. BENEFITS.**

2 This Act does not apply to the provision of employee
3 benefits to an individual for the benefit of his or her
4 partner.

5 **SEC. 5. NO DISPARATE IMPACT.**

6 The fact that an employment practice has a disparate
7 impact, as the term "disparate impact" is used in section
8 703(k) of the Civil Rights Act of 1964 (42 U.S.C. 2000e-
9 2(k)), on the basis of sexual or gender orientation does
10 not establish a prima facie violation of this Act.

11 **SEC. 6. QUOTAS AND PREFERENTIAL TREATMENT PROHIB-**
12 **ITED.**

13 (a) **QUOTAS.**—A covered entity shall not adopt or im-
14 plement a quota on the basis of sexual or gender orienta-
15 tion.

16 (b) **PREFERENTIAL TREATMENT.**—A covered entity
17 shall not give preferential treatment to an individual on
18 the basis of sexual or gender orientation.

19 **SEC. 7. RELIGIOUS EXEMPTION.**

20 (a) **IN GENERAL.**—Except as provided in subsection
21 (b), this Act shall not apply to religious organizations.

22 (b) **FOR-PROFIT ACTIVITIES.**—This Act shall apply
23 to a religious organization's [for-profit activities subject
24 to taxation under section 511(a) of the Internal Revenue
25 Code of 1986 as in effect on the date of the enactment
26 of this Act?] [unrelated trade or business (as defined in

1 section 513 of the Internal Revenue Code of 1986) the
2 income from which is subject to taxation under section
3 511 of such Code].

4 **SEC. 8. NON-APPLICATION TO MEMBERS OF THE ARMED**
5 **FORCES; VETERANS' PREFERENCES.**

6 (a) **ARMED FORCES.—**

7 (1) For purposes of this Act, the term “employ-
8 ment or employment opportunities” does not apply
9 to the relationship between the United States and
10 members of the Armed Forces.

11 (2) As used in paragraph (1), the term “Armed
12 Forces” means the Army, Navy, Air Force, Marine
13 Corps, and Coast Guard.

14 (b) **VETERANS' PREFERENCES.—**This Act does not
15 repeal or modify any Federal, State, territorial, or local
16 law creating special rights or preferences for veterans.

17 **SEC. 9. ENFORCEMENT.**

18 (a) **ENFORCEMENT POWERS.—**With respect to the
19 administration and enforcement of this Act—

20 (1) the Commission and the Librarian of Con-
21 gress shall have the same powers, respectively, as
22 the Commission and the Librarian of Congress have
23 to administer and enforce title VII of the Civil
24 Rights Act of 1964 (42 U.S.C. 2000e et seq.);

1 (2) the Attorney General of the United States
2 shall have the same powers as the Attorney General
3 has to administer and enforce such title; and

4 (3) the district courts of the United States shall
5 have the same jurisdiction and powers as such
6 courts have to enforce such title and section 309 of
7 the Civil Rights Act of 1991 (2 U.S.C. 1209).

8 (b) PROCEDURES AND REMEDIES.—The procedures
9 and remedies applicable to a claim for a violation of this
10 Act are as follows:

11 (1) For a violation alleged by an individual,
12 other than an individual specified in paragraph (2)
13 or (3), the procedures and remedies applicable to a
14 claim brought by an individual for a violation of title
15 VII of the Civil Rights Act of 1964 (42 U.S.C.
16 2000e et seq.) shall apply.

17 (2) For a violation alleged by an employee of
18 the House of Representatives or of an instrumental-
19 ity of the Congress, the procedures and remedies ap-
20 plicable to a claim by such employee for a violation
21 of section 117 of the Civil Rights Act of 1991 (2
22 U.S.C. 601) shall apply.

23 (3) For a violation alleged by an employee of
24 the Senate, the procedures and remedies applicable
25 to a claim by such employee for a violation of section

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1 302 of the Civil Rights Act of 1991 (2 U.S.C. 1202)
2 shall apply.

3 **SEC. 10. STATE AND FEDERAL IMMUNITY.**

4 (a) **STATE IMMUNITY.**—A State shall not be immune
5 under the 11th amendment to the Constitution of the
6 United States from an action in a Federal court of com-
7 petent jurisdiction for a violation of this Act. In an action
8 against a State for a violation of this Act, remedies (in-
9 cluding remedies at law and in equity) are available for
10 the violation to the same extent as such remedies are avail-
11 able in an action against any public or private entity other
12 than a State.

13 (b) **LIABILITY OF THE UNITED STATES.**—The Unit-
14 ed States shall be liable for all remedies under this Act
15 to the same extent as a private person and shall be liable
16 to the same extent as a nonpublic party for interest to
17 compensate for delay in payment.

18 **SEC. 11. ATTORNEYS' FEES.**

19 In any action or administrative proceeding com-
20 menced pursuant to this Act, the court or the Commission,
21 in its discretion, may allow the prevailing party, other
22 than the United States, a reasonable attorneys' fee, in-
23 cluding expert fees and other litigation expenses, and
24 costs. The United States shall be liable for the foregoing
25 the same as a private person.

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1 **SEC. 12. RETALIATION AND COERCION PROHIBITED.**

2 (a) **RETALIATION.**—A covered entity shall not dis-
3 criminate against an individual because such individual
4 opposed any act or practice prohibited by this Act or be-
5 cause such individual made a charge, assisted, testified,
6 or participated in any manner in an investigation, proceed-
7 ing, or hearing under this Act.

8 (b) **COERCION.**—A person shall not coerce, intimi-
9 date, threaten, or interfere with any individual in the exer-
10 cise or enjoyment of or on account of his or her having
11 exercised, enjoyed, assisted, or encouraged the exercise or
12 enjoyment of, any right protected by this Act.

13 **SEC. 13. POSTING NOTICES.**

14 A covered entity shall post notices for employees, ap-
15 plicants for employment, and members describing the ap-
16 plicable provisions of this Act, in the manner prescribed
17 by, and subject to the penalty provided under, section 711
18 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-10).

19 **SEC. 14. REGULATIONS.**

20 The Commission shall have the authority to issue reg-
21 ulations to carry out this Act.

22 **SEC. 15. RELATIONSHIP TO OTHER LAWS.**

23 This Act shall not invalidate or limit the rights, rem-
24 edies, or procedures available to an individual claiming
25 discrimination prohibited under any other Federal law or
26 any law of a State or political subdivision of a State.

1 **SEC. 16. SEVERABILITY.**

2 If any provision of this Act, or the application of such
3 provision to any person or circumstance, is held to be in-
4 valid, the remainder of this Act and the application of such
5 provision to other persons or circumstances shall not be
6 affected thereby.

7 **SEC. 17. EFFECTIVE DATE.**

8 This Act shall take effect 60 days after the date of
9 the enactment of this Act, and shall not apply to conduct
10 occurring before such effective date.

11 **SEC. 18. DEFINITIONS.**

12 As used in this Act—

13 (1) the term “commerce” has the meaning
14 given such term in section 701(g) of the Civil Rights
15 Act of 1964 (42 U.S.C. 2000e(g));

16 (2) the term “Commission” means the Equal
17 Employment Opportunity Commission established by
18 section 705 of the Civil Rights Act of 1964 (42
19 U.S.C. 2000e-4);

20 (3) the term “covered entity” means an em-
21 ployer, employment agency, labor organization, joint
22 labor-management committee, an entity to which
23 section 717(a) of the Civil Rights Act of 1964 (42
24 U.S.C. 2000e(a)) applies, an employing authority of
25 the House of Representatives, an employing office of
26 the Senate, or an instrumentality of the Congress;

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1 (4) the term “employee of the Senate” has the
2 meaning given such term in section 301(c) of the
3 Civil Rights Act of 1991 (2 U.S.C. 1201(c));

4 (5) the term “employer” has the meaning given
5 such term in section 701(b) of the Civil Rights Act
6 of 1964 (42 U.S.C. 2000e(b));

7 (6) the term “employment agency” has the
8 meaning given such term in section 701(c) of the
9 Civil Rights Act of 1964 (42 U.S.C. 2000e(c));

10 (7) the term “employment or employment op-
11 portunities” includes job application procedures, hir-
12 ing, advancement, discharge, compensation, job
13 training, or any other term, condition, or privilege of
14 employment;

15 (8) the term “instrumentalities of the Con-
16 gress” has the meaning given such term in section
17 117(b)(4) of the Civil Rights Act of 1991 (2 U.S.C.
18 601(b)(4));

19 (9) the term “labor organization” has the
20 meaning given such term in section 701(d) of the
21 Civil Rights Act of 1964 (42 U.S.C. 2000e(d));

22 (10) the term “person” has the meaning given
23 such term in section 701(a) of the Civil Rights Act
24 of 1964 (42 U.S.C. 2000e(a));

25 (11) the term “religious organization” means—

1 (A) a religious corporation, association, or
2 society; or

3 (B) a college, school, university, or other
4 educational institution, not otherwise a religious
5 organization, if—

6 (i) it is in whole or substantial part
7 controlled, managed, owned, or supported
8 by a religious corporation, association, or
9 society; or

10 (ii) its curriculum is directed toward
11 the propagation of a particular religion;

12 (12) the term “sexual or gender orientation”
13 means gay, lesbian, bisexual, transgendered, or het-
14 erosexual orientation, real or perceived, as mani-
15 fested by identity, acts, statements, or associations;

16 (13) the term “transgendered” means having a
17 self-image or identity not traditionally associated
18 with a person’s biological/maleness or femaleness;
19 and

20 (14) the term “State” has the meaning given
21 such term in section 701(i) of the Civil Rights Act
22 of 1964 (42 U.S.C. 2000e(i)).

1

2 relating to human rights; prohibiting unfair
3 discriminatory practices on the basis of sexual
4 orientation; amending Minnesota Statutes 1992,
5 sections 363.01, subdivision 23, and by adding a
6 subdivision; 363.02, subdivisions 1, 2, 4, and by
7 adding a subdivision; 363.03, subdivisions 1, 2, 3, 4,
8 5, 7, 8, and 8a; 363.05, subdivision 1; 363.11;
9 363.115; and 363.12, subdivision 1; proposing coding
10 for new law in Minnesota Statutes, chapter 363.

11 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

12 Section 1. Minnesota Statutes 1992, section 363.01,
13 subdivision 23, is amended to read:

14 Subd. 23. [LOCAL COMMISSION.] "Local commission" means an
15 agency of a city, county, or group of counties created pursuant
16 to law, resolution of a county board, city charter, or municipal
17 ordinance for the purpose of dealing with discrimination on the
18 basis of race, color, creed, religion, national origin, sex,
19 age, disability, marital status, status with regard to public
20 assistance, sexual orientation, or familial status.

21 Sec. 2. Minnesota Statutes 1992, section 363.01, is
22 amended by adding a subdivision to read:

23 Subd. 45. [SEXUAL ORIENTATION.] "Sexual orientation" means
24 having or being perceived as having an emotional, physical, or
25 sexual attachment to another person without regard to the sex of
26 that person or having or being perceived as having an
27 orientation for such attachment, or having or being perceived as
28 having a self-image or identity not traditionally associated

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1 with one's biological maleness or femaleness. "Sexual
2 orientation" does not include a physical or sexual attachment to
3 children by an adult.

4 Sec. 3. Minnesota Statutes 1992, section 363.02,
5 subdivision 1, is amended to read:

6 Subdivision 1. [EMPLOYMENT.] The provisions of section
7 363.03, subdivision 1, shall not apply to:

8 (1) The employment of any individual

9 (a) by the individual's parent, grandparent, spouse, child,
10 or grandchild, or

11 (b) in the domestic service of any person;

12 (2) A religious or fraternal corporation, association, or
13 society, with respect to qualifications based on religion or
14 sexual orientation, when religion or sexual orientation shall be
15 a bona fide occupational qualification for employment;

16 (3) A nonpublic service organization whose primary function
17 is providing occasional services to minors, such as youth sports
18 organizations, scouting organizations, boys' or girls' clubs,
19 programs providing friends, counselors, or role models for
20 minors, youth theater, dance, music or artistic organizations,
21 agricultural organizations for minors, and other youth
22 organizations, with respect to qualifications of employees or
23 volunteers based on sexual orientation;

24 ~~(3)~~ (4) The employment of one person in place of another,
25 standing by itself, shall not be evidence of an unfair
26 discriminatory practice;

14 St. Paul Street
Montpelier, VT 05602-3025
802 223-4756
FAX: 223-4756

5707 Firenza Street
Houston, TX 77035-5515
713 723-8368
FAX: 723-1800

☆ Please Copy; Publish and Distribute Widely ☆

TO: GAY, LESBIAN, BISEXUAL *AND SUPPORTIVE STRAIGHT PERSONS*, AND ALL PUBLICATIONS WHICH SUPPORT TRANSGENDER RIGHTS

RE: "TRANSGENDER" IN THE EMPLOYMENT NON-DISCRIMINATION ACT OF 1994

On Friday, 29 July 1994, we attended a hearing and attempted to testify to the U.S. Senate Labor and Human Resources Committee about S.2238: "The Employment Non-Discrimination Act of 1994." THE PROBLEM WITH S.2238 IS THAT IT WILL PROTECT LESBIANS AND GAYS AND BISEXUALS, BUT NOT TRANSGENDERED. A deliberate decision was made by lesbian, gay and bisexual activists to omit transgendered people like us and to not have our stereotypes and myths be a distraction to the passage of S.2238. Yet, as we watched, the transgender stereotype was hauled out by bigoted witnesses anyway. Those managing the bill knew we were there and had read our written texts, but blocked us from testifying for transgender inclusion.

The first thirteen words of the "March Demands" of the 1993 March on Washington (attached) stated, "We demand passage of a Lesbian, Gay, Bisexual *AND TRANSGENDER* civil rights bill" [emphasis added]. We were both at that march: indeed, Phyllis was "the" transgender rally speaker for that March, and she marched in the 1979 and 1986 MOWs as well. This deliberate omission is more than just unfair. If "transgender" does not get included in this law, then we will probably have to *wait another generation* for federal job protection for transgendered citizens.

We need your grassroots support. Please do these things:

1. Make ten or more copies of this letter. Send them to your friends.
2. Write letters (guidelines attached). Send copies to us.
3. Help us finance this. We simply cannot afford more time from our jobs; staggering telephone, postage and copying expenses; and more air tickets to DC and car rentals without your help. If you are "in the closet," then at least send each of us some money in our own name, from \$5 to \$5,000 (non-tax deductible).

Karen Ann Kerin
Professional Engineer

Phyllis Randolph Frye
Attorney and Professional Engineer

14 St. Paul Street
Montpelier, VT 05602-3025
802 223-4756
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5707 Firenza Street
Houston, TX 77035-5515
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FAX: 723-1800

☆ Please Copy, Publish and Distribute Widely ☆

TO: TRANSGENDER PERSONS WHO *WORRY ABOUT KEEPING THEIR JOBS*

RE: "TRANSGENDER" IN THE EMPLOYMENT NON-DISCRIMINATION ACT OF 1994

On Friday, 29 July 1994, we attended a hearing and attempted to testify to the U.S. Senate Labor and Human Resources Committee about S.2238: "The Employment Non-Discrimination Act of 1994." This was privately financed by both of us and NOT a function of the Transgender Law Conference because ICTLEP is 501(c)(3). Since we are both "OUT", we do not need the protection of this law; but, as transgender activists, we frequently receive letter and phone calls from transgendered people like you who have lost of fear losing their jobs. There is scant regal redress: legal redress depends upon *IF* you live in one of a handful of states that *MAY* allow you into court on transgender job issues.

We found that S.2238 required immediate, political action! **THE PROBLEM IS THAT IT WILL PROTECT LESBIANS, GAYS AND BISEXUALS *BUT NOT YOU***. A deliberate decision was made by lesbian, gay and bisexual activists to omit you and to not have your stereotype as a distraction to the passage of S.2238. Yet, as we watched, the transgender stereotype was hauled by bigoted witnesses anyway. Those managing the bill knew we were there and had read our written texts, but blocked us from testifying for transgender inclusion.

We know that most of you are not "out," and that most of you are terrified by the thought. Consider that the inclusion of transgender job protection in S.2238 is critical! Such inclusion can positively effect your future job security. I "transgender" does not get included in this law, then you will probably have to *wait for another generation* for federal job protection. How old will you be then, still terrified, still deeply closeted and still without much job protection, if any at all?

We need your grassroots support. Please do these things:

1. Make ten or more copies of this letter. Send them to your friends.
2. Write letters (guidelines attached). Send copies to us.
3. Help us finance this. (ICTLEP cannot do political action.) We simply cannot afford more time from our jobs; staggering telephone, postage and copying expenses; and more air tickets to DC and car rentals without your help. If you are "in the closet," then at least send each of us some money in our own name, from \$5 to \$5,000 (non-tax deductible).
4. Also support ICTLEP with tax-deductible donations.

Karen Ann Kerin
Professional Engineer

Phyllis Randolph Frye
Attorney and Professional Engineer

[This is a sample letter. Use it as a guide, but do not copy word for word. Type it or neatly hand write it. Keep it to two pages max. Tell your unemployment story and your employment fears OR write objectively "about someone you know." Stay in the closet if you must or come out a little: we don't care as long as you write.]

[your address and ZIP]

[your phone number]

[date]

[send a letter to EACH of the following:

1. Leadership Conference on Civil Rights, Ralph Neas, Executive Director, 1629 K Street NW, Suite 1010, Washington, DC 20006

2. Your US Senator, Washington, DC 20510

(NOTE: IF AND ONLY IF YOU LIVE IN MASSACHUSETTS, ALSO CALL KENNEDY)

(NOTE: IF AND ONLY IF YOU LIVE IN MINNESOTA, CALL WELLSTONE)

3. Your other US Senator, Washington DC 20510

4. Senate Labor and Human Resources Committee, Washington, DC 20510

5. Your US Representative, Washington, DC 20515]

Dear _____:

I am writing about S.2238, the Employment Non-Discrimination Act of 1994. While I fully support the rights of gay, lesbian and bisexuals to be secure in their jobs, I AM ALARMED THAT THE TRANSGENDERED HAVE BEEN DELIBERATELY OMITTED FROM THIS LAW! It is wrongful to omit transgendered people from federal job protection, because they are hidden within the statistics of job discrimination against homosexuals. They are often confused with homosexuals and attacked by the same bigots who hate homosexuals. They also have families to feed and rents to pay. **THEIR PROTECTION IS REQUIRED!**

I understand that Senator Wellstone is on the Senate Labor and Human Resources Committee that is hearing this bill. I know that his state of Minnesota has specifically included protection of the transgendered in its definition of "sexual orientation." Why can't S.2238 specifically include job protection for the transgendered?

I know that Karen Ann Kerin (Republican of Vermont) and Phyllis Randolph Frye (Democrat of Texas) have been denied the opportunity to testify for the inclusion of the transgendered in this bill. Fairness demands that they be allowed to testify.

I know that the transgender community is organized and presents an annual conference in Mid-August on how law adversely effects the transgendered in the areas of jobs, health, rights and documents. This conference publishes a 320+ page transcribed proceedings each year. Please send a staff person to attend the next conference and order proceedings for your staff to research.

If S.2238 includes the transgendered, I urge you to vote for it. **IF S.2238 DOES NOT INCLUDE THE TRANSGENDERED, THEN I STRONGLY AND FORCEFULLY URGE YOU TO VOTE AGAINST IT.**

Sincerely,

[your signature and typed name]

Employment Non-Discrimination Act Co-Sponsorship List — HR4636 & S2238

| | | | | |
|---|---|---|---|--|
| Alabama Earl Hilliard | Christopher Shays | Kweisi Mfume Constance Morella Albert Wynn | New York D. MOYNIHAN Gary Ackerman Eliot Engel Hamilton Fish, Jr. Floyd Flake Maurice Hinchey G. Hochbrueckner Nita Lowery Carolyn Maloney Jerrold Madler Major Owens Charles Rangel Charles Schumer Jose Serrano Louise Slaughter Ed Towns Nydia Velazquez | Texas Ronald Coleman Henry Gonzalez Craig Washington |
| American Samoa E. Faleomavaega | District of Columbia E. Homes Norton | Massachusetts E. KENNEDY J. KERRY Barney Frank Joseph Kennedy Edward Markey Marty Meehan John Oliver Gerry Studts | | Vermont J. JEFFORDS P. LEAHY Bernie Sanders |
| Arizona Sam Coopersmith Karan English Ed Pastor | Florida Jim Bacchus Peter Deutsch Alcee Hastings Harry Johnston Carrie Meek | | | Virginia C. ROBB Leslie Byrne James Moran |
| California B. BOXER D. FEINSTEIN Xavier Becerra Anthony Beilenson Howard Berman Gorge Brown Ronald Dellums Julian Dixon Don Edwards Anna Eshoo Sam Farr Vic Fazio Robert Filner Dan Hamburg Jane Harman Michael Huffington Tom Lantos Matthew Martinez Robert Matsui George Miller Norman Mineta Nancy Pelosi Lucille Roybal-Allard Lynn Schenk Pete Stark Esteban Torres Maxine Waters Henry Waxman Lynn Woolsey | Georgia John Lewis Cynthia McKinney | Michigan C. LEVIN D. RIEGLE Dvaid Bonior Bob Carr B.R. Collins John Conyers William Ford Dale Kildee Sander Levin | North Carolina Eva Clayton Melvin Watt | Virgin Islands Ron de Lugo |
| | Guam Robert Underwood | Minnesota P. WELLSTONE Martin Sabo Bruce Vento | Ohio J. GLENN H. METZENBAUM Douglas Applegate Eric Fingerhut Thomas Sawyer Louis Stokes James Traficant | Washington P. MURRAY Maria Cantwell Norm Dicks Mike Kreidler Jim McDermott Al Swift Jolene Unsoeld |
| | Hawaii D. AKAKA D. INOUE Neil Abercrombie Patsy Mink | Missouri Bill Clay Alan Wheat | | Wisconsin R. FEINGOLD Thomas Barrett |
| | Illinois MOSELEY-BRAUN P. SIMON Cardiss Collins Lane Evans Luis Gutierrez Mel Reynolds Bobby Rush Sidney Yates | Nebraska R. KERREY | Oregon BOB PACKWOOD Mike Kopetski Peter DeFazio Elizabeth Furse Ron Wyden | <hr/> BREAKDOWN |
| | Indiana Philip Sharp | Nevada James Bilbray | Pennsylvania Lucien Blackwell William Coyne Thomas Foglietta Margolies-Mezvinsky | SENATORS 31 Representatives 136 Democrats 156 Republicans 10 Independent 1 |
| | Iowa T. HARKIN Jim Leach | New Jersey B. BRADLEY F. LAUTENBERG Robert Menendez Frank Pallone, Jr. Donald Payne Robert Torricelli | | As of: September 13, 1994 |
| | Louisiana William Jefferson | New Mexico J. BINGAMAN Bill Richardson | Rhode Island J. CHAFEE C. PELL Ronald Machtley Jack Reed | NOTE: The situation has dramtically changed following the November 1994 elections. It remains to be seen how the new legislators line up on the issue. |
| | Maine Tom Andrews | | South Carolina Butler Derrick | |
| | Maryland B. MIKULSKI P. SARBANES Benjamin Cardin Steny Hoyer | | | |

JOB DISCRIMINATION

BASED ON TRANSGENDER IDENTIFICATION

PLEASE PRINT LEGIBLY OR TYPE

NAME: _____
ADDRESS: _____
CITY: _____ State: _____ ZIP: _____
PHONE NUMBER (day): _____ (evening) _____
FAX (if any): _____ E-MAIL (if any): _____
GENDER: Female Male Transgender RACE: _____ AGE: _____
SEXUAL ORIENTATION (optional): Heterosexual Lesbian Gay Bisexual
TRANSGENDER IDENTIFICATION: TV CD DRAG Bi-gender
(Mark all that apply) MTF FTM Pre-Op TS Post-Op TS Non-Op TS

Please note here if you must remain anonymous in any documentation of your case:

PLEASE TELL US ABOUT YOUR CASE:

Name if business/organization: _____
What type of work do they do? _____
What is, was, or would have been your job there? _____
In what city and state is/was that business? _____
Name and title of person/persons who discriminated: _____
If employed, when were you hired? _____
What types of discrimination did you experience? (check all that apply) Did not get job
 Did not get promotion Fired or forced out Hostile atmosphere (anti- gay jokes, etc.)
 Physical violent Other (please explain) _____
When did this happen? _____
(Feel free to use the back of this sheet or attach any other paper to describe your experiences.)

PLEASE TELL US A FEW MORE DETAILS:

If employed, what types of praise, promotions, or raises have you received prior to discrimination?

When did you notice the situation getting worse? _____
What, if any, financial hardships did the discrimination cause you? _____

Can any of the following back up your account? Co-worker A manger Attorney
 Police Doctor Clergy person Local or state employment commission Other
Are there any newspaper, newsletter, or any other media items related to this case?
 Yes (please enclose) No
Are you involved in a lawsuit over the discrimination? Yes No
If you know of other incidents of discrimination or people we should contact, please identify here. Please include names, addresses, and phone numbers if at all possible:

Individual stories may be key to efforts to pass civil rights laws covering job discrimination. Are you willing to lobby, testify, or speak to the media regarding your case? _____

SIGNATURE: _____ DATE: _____

RETURN TO: Laura Skaer, Attorney, Documenting Employment Discrimination, 3551 S. Monaco St., #220, Denver, CO 80237

Partial List of Companies Which Include Sexual Orientation in Non-discrimination Policies

NOTE that these companies probably do not include transgender in their definition of sexual orientation but probably would include both transgenders and "sexual or gender orientation" if asked just as Senator Jeffords is proposing his amendment of ENDA.

3M

ACF Industries, Inc.
Addressograph-Multigraph, Corp.
Advanced Micro Devices, Inc.
Aetan Life & Casualty Co.
American Airlines (includes transgen)
American Brands, Inc.
American Broadcasting Co.
American Cyanamid Co.
American Express Co.
AMF, Inc.
Anheuser-Busch Companies, Inc.
Apple Computer, Inc.
ARA Services, Inc.
AT&T
Avon Products, Inc.
Bank of America
Bank of Boston Corp.
Bankers Trust Company
Bay view Capital Corp.
Bell & Howell
Bemis Co., Inc.
Bendix Corp.
Bethlehem Steel Corp.
Boise Cascade Corp.
Borland International Corp.
Bristol-Myers Co.
Brockway Glass Co., Inc.
CBS, Inc.
California Federal Bank
Carnation Co.
Central Broacasting Service
Celanese Corp.
Chase Manhattan Bank
Chemical Bank
Chubb & Son, Inc.
Cigna Corporation
Colgate-Palmolive Co.
Comdisco
Commonwealth Edison
Continental Airlines
Control Data Corp.
Adolph Coors Co.
Corestates Financial Corp.
CPC International, Inc.
Crown Zellerbach Equitable Life
Dayton Hudson Corp.
Digital Equipment Corp.
Dow Chemical Co.
Dun & Bradstreet Corp.
El Du Pont De Nemours & Co.
Eastman Kodak Co.
Fairchild Camera & Instr. Corp.

Fannie Mae
Firestone Tire & Rubber Co.
First Bank System
First Charter Financial Corp.
Fort Howard Corp.
Gannett Co., Inc.
General Cinema Corp.
General Electric Co.
General Motors Corp.
Gibraltar Savings & Loan Assoc.
H B Fuller Co.
Hanna Mining Co.
Harley Davidson, Inc.
Harsco Corp.
Herman Miller, Inc.
Honeywell, Inc.
Hoover Co.
IBM
INA Corp.
Inland Steel Co.
Irving Trust Co.
J E Seagram Corp.
Johnson & Johnson
Joy Manufacturing Co.
Knight-Ridder Newspapers, Inc.
Levi Strauss Associates, Inc.
Eli Lilly & Co.
Long Island Lighting Co.
Macmillan, Inc.
R.H. Macy & Co., Inc.
Marriot Corp.
Massmutual Life Insurance
McCaw Cellular Communications
McGraw-Hill, Inc.
Merck & Co., Inc.
Merril Lynch & Co., Inc.
Metropolitan Life Insurance
Microsoft Corp.
Mobil Corp.
Mutual Life Insurance Co. of NY
National Broacasting Co.
National Life Co.
Natomas Co.
New York Life
New York Times Co.
Northern States Power Co.
Northern Trust Company
Northwest Bancorporation
Norton Simon, Inc.
NYNEX Corporate
Ogden Corp.
Oscar Mayer & Co.
Pacific Gas & Electric Co.

Paramount Communications, Inc.
Penn Mutual Life Insurance Co.
J.C. Penny Co., Inc.
Peoples Energy Corp.
Pfizar, Inc.
Pinnacle West Capital Corp.
Pitney Bowes
Pittsburgh National Bank
Polaroid Corp.
Public Service Electric & Gas
Quaker State Oil Refining Corp.
Revlon
RJR Nabisco Holdings Corp.
R.J. Reynolds Industries, Inc.
Richardson-Merrell, Inc.
Rockwell International
San Francisco Federal
St. Joe Minerals Corp.
Schering-Plough Corp.
Jos. Schlitz Brewing Co.
SCM Corp.
Scott Paper Co.
Sears, Roebuck & Co.
Seattle-First National Bank
Silicon Graphics, Inc.
Southwestern Bell Corporation
Sprint Communications
St. Paul Companies
Standard Brands, Inc.
Standard Oil Co. of California
Stop & Shop Companies, Inc.
SunTrust Banks
SupermarketGeneralCorporation
Teachers Insurance & Ann Asso
The Proctor & Gamble Co.
The Prudential Insurance Co.
Times Mirror Co.
TRW, Inc.
UJB Financial Corporation
U.S. Bancorp
U.S. West, Inc.
Union Carbide Corp.
United Airlines
Unum Life Insurance Co. Viacom
Wachovia Corporation
Walt Disney Company
Warner Communications, Inc.
Washington Mutual Savings Bank
Wells Fargo Bank
Western Electric
Western Savings Weyerhauser
World Airways, Inc.

U.S. House of Representatives

With outcomes of the November, 1994 Election

Alabama

1. H.L. "Sonny" Callahan (R) (i)
2. Terry Everett (R) (i)
3. Glen Browder (D) (I)
4. Tom Bevil (D) (i)
5. Bud Cramer (D) (i)
6. Spencer Bachus (R) (i)
7. Earl Hilliard (D) (i)

Alaska

At-large: Don Young (R) (i)

Arizona

1. Matt Salmon (R)
2. Ed Pastor (D) (i)
3. Bob Stump (R) (i)
4. John Shadegg (R)
5. Jim Kobe (R) (i)
6. J.C. Hayworth (R)

California

1. Frank Riggs (R)
2. Wally Herger (R) (i)
3. Vic Fazio (D) (i)
4. John Doolittle (R) (i)
5. Robert Matsui (D) (i)
6. Lynn Woolsey (D) (i)
7. George Miller (D) (i)
8. Nancy Pelosi
9. Ronald Dellums (D) (i)
10. Bill Baker (R) (i)
11. Richard Pombo (R) (i)
12. Tom Lantos (D) (i)
13. Fortney Stark (D) (i)
14. Anna Eshoo (D) (i)
15. Norm Mineta (D) (i)
16. Zoe Lofgren (D)
17. Sam Farr (D) (i)
18. Gary Condit (D) (i)
19. George Radanovich (R)
20. Cal Dooley (D) (i)
21. Bill Thomas (R) (i)
23. Elton Gallegly (R) (i)
24. Anthony Beilenson (D) (i)
25. Howard McKeon (R) (i)
26. Howard Berman (D) (i)
27. Carlos Moorhead (R) (i)
28. David Dreier (R) (i)
29. Henry Waxman (D) (i)
30. Xavier Becerra (D) (i)
31. Matthew Martinez (D) (i)
32. Julian Dixon (D) (i)
33. Lucille Roybal-Allard (D) (i)
34. Esteban Torres (D) (i)
35. Maxine Waters (D) (i)
37. Walter Tucker III (D) (i)
38. Steve Horn (R) (i)
39. Ed Royce (R) (i)
40. Jerry Lewis (R) (i)
41. Jay Kim (R) (i)
42. George Brown Jr. (D) (i)

43. Ken Calvert (R) (i)
44. Sonny Bono (R)
45. Dana Rohrabacher (R) (i)
46. Robert Dornan (R) (i)
47. Christopher Cox (R) (i)
48. Ron Packard (R) (i)
49. Brian Bilbray (R)
50. Bob Filner (D) (i)
51. Randy Cunningham (R) (i)
52. Duncan Hunter (R) (i)

Colorado

1. Patricia Schroeder (D) (i)
2. David Skaggs (D) (i)
3. Scott McInnes (R) (i)
4. Wayne Allard (R) (i)
5. Joel Hefley (R) (i)
6. Dan Schaefer (R) (i)

Connecticut

1. Barbara Kennedy (D) (i)
3. Rosa DeLauro (D) (i)
4. Christopher Sahys (R) (i)
5. Gary Franks (R) (i)
6. Nancy Johnson (R) (i)

Delaware

At-large: Michael Castle (R) (i)

Florida

1. Joe Scarborough (R)
2. Pete Peterson (D) (i)
3. Connie Brown (D) (i)
4. Tillie Fowler (R) (i)
5. Karen Thurman (D) (i)
6. Clifford Steans (R) (i)
7. John Mica (R) (i)
8. Bill McCollum (R) (i)
9. Michael Bilirakis (R) (i)
10. C.W. Bill Young (R) (i)
11. Sam Gibbons (D) (i)
12. Charles Canady (R) (i)
13. Dan Miller (R) (i)
14. Porter Goss (R) (i)
15. Dave Weldon (R)
16. Mark Foley (R)
17. Carrie Meek (D) (i)
18. Ileana Ros-Lehtinen (R) (i)
19. Harry Johnston (D) (i)
20. Peter Deutch (D) (i)
21. Lincoln Daz-Balart (R) (i)
22. Clay Shaw (R) (i)
23. Alcee Hastings (D) (i)

Georgia

1. Jack Kingston (R) (i)
2. Sanford Bishop (D) (i)
3. Mac Collins (R) (i)
4. John Linder (R) (i)
5. John Lewis (D) (i)
6. Newt Gingrich (R) (i)

7. Bob Barr (R)
8. Saxby Chambliss (R)
9. Nathan Deal (D) (i)
10. Charlie Norwood (R)
11. Cynthia McKinney (D) (i)

Hawaii

1. Neil Abercrombie (D) (i)
2. Patsy Takemoto Mink (D) (i)

Idaho

1. Helen Chenoweth (R)
2. Mike Crapo (R) (i)

Illinois

1. Bobby Rush (D) (i)
2. Mel Reynolds (D) (i)
3. William Lipinski (D) (i)
4. Luis Gutierrez (D) (i)
5. Michael Flanagan (R)
6. Henry Hyde (R) (i)
7. Cardiss Collins (D) (i)
8. Philip Crane (R) (i)
9. Sidney Yates (D) (i)
10. John Porter (R) (i)
11. Gerald Weller (R)
12. Jerry Costello (D) (i)
13. Harris Fawell (R) (i)
14. J. Dennis Hastert (R) (i)
15. Thomas Ewing (R) (i)
16. Donald Manzullo (R) (i)
17. Lane Evans (D) (i)
18. Ray LaHood (R)
19. Glenn Poshard (D) (i)
20. Richard Durbin (D) (i)

Indiana

1. Peter Visclosky (D) (i)
2. David McIntosh (R)
3. Tim Roemer (D) (i)
4. Mark Souder (R)
5. Steve Buyer (R) (i)
6. Dan Burton (R) (i)
7. John Myers (R) (i)
8. John Hostettler (R)
9. Lee Hamilton (D) (i)
10. Andrew Jacobs Jr. (D) (i)

Iowa

1. Jim Leach (R) (i)
2. Jim Nussle (R) (i)
3. Jim Ross Lightfoot (R) (i)
4. Greg Ganske (R)
5. Tom Latham (R)

Kansas

1. Pat Roberts (R) (i)
2. Sam Brownback (R)
3. Jan Meyers (R) (i)
4. Todd Tiahrt (R)

Kentucky

1. Edward Whitfield (R) (i)
2. Ron Lewis (R) (i)
4. Jim Bunning (R) (i)
5. Harold Rogers (R) (i)
6. Scotty Baesler (D) (i)

Louisiana

1. Bob Livingston (R) (i)
2. William Jefferson (D) (i)
3. W.J. Billy Tauzin (D) (i)
4. Cleo Fields (D) (i)
5. Jim McCrery (R) (i)
6. Richard Baker (R) (i)
7. James Haynes (D) (i)

Maine

1. James Longley (R)
2. John Baldacci (D)

Maryland

1. Wayne Gilchrest (R) (i)
2. Robert Ehrlich Jr. (R)
3. Benjamin Cardin (D) (i)
4. Albert Wynn (D) (i)
5. Steny Hoyer (D) (i)
6. Roscoe Bartlett (R) (i)
7. Kweisi Mfume (D) (i)
8. Constance Morella (R) (i)

Massachusetts

1. John Oliver (D) (i)
2. Richard Neal (D) (i)
3. Peter Blute (R) (i)
4. Barney Frank (D) (i)
5. Martin Meehan (D) (i)
6. Peter Torkildsen (R) (i)
7. Edward Markey (D) (i)
8. Joseph Kennedy II (D) (i)
9. Joe Moakley (D) (i)
10. Gerry Studds (D) (i)

Michigan

1. Bart Shupak (D) (i)
2. Peter Hoekstra (R) (i)
3. Vernon Ehlers (R) (i)
4. Dave Camp (R) (i)
5. James Barcia (D) (i)
6. Fred Upton (R) (i)
7. Nick Smith (R) (i)
8. Dick Chrysler (R)
9. Dale Kildee (D) (i)
10. David Bonior (D) (i)
- Joseph Knolenberg (R) (i)11.
12. Sander Levin (D) (i)
13. Lynn Rivers (D)
14. John Conyers Jr. (D) (i)
15. Barbara-Rose Collins (D) (i)
16. John Dingel (D) (i)

Minnesota

1. Gil Gutknecht (R)
2. David Minge (D) (i)
3. Jim Ramstad (R) (i)
4. Bruce Vento (D) (i)

5. Martin Olay Sabo (D) (i)
6. William Luther (D)
7. Collin Peterson (D) (i)
8. James Oberstar (D) (i)

Mississippi

1. Roger Wicker (R)
2. Bennie Thompson (D) (i)
3. G.V. Sonny Montgomery (D) (i)
4. Mike Parker (D) (i)
5. Gene Taylor (D) (i)

Missouri

1. William Clay Sr. (D) (i)
2. James Talent (R) (i)
3. Richard Gephardt (D) (i)
4. Ike Skelton (D) (i)
5. Karen McCarthy (D)
6. Patsy Ann Danner (D) (i)
7. Melton Hancock (R) (i)
8. Bill Emerson (R) (i)
9. Harold Volkmer (D) (i)

Montana

- At-large: Pat Williams (D) (i)

Nebraska

1. Doug Bereuter (R) (i)
2. Jon Christensen (R)
3. Bill Barrett (R) (i)

Nevada

1. John Ensign (R)
2. Barbara Vucanovich (R) (i)

New Hampshire

1. Bill Zeiliff (R) (i)
2. Charles Bass (R)

New Jersey

1. Robert Andrews (D) (i)
2. Frank LoBondo (R)
3. Jim Saxton (R) (i)
4. Christopher Smith (R) (i)
5. Marge Roukema (R) (i)
6. Frank Palone Jr. (D) (i)
7. Bob Franks (R) (i)
8. Bill Martini (R)
9. Robert Torricelli (D) (i)
10. Danald Payne (D) (i)
11. Rodney Frelinghuysen (R)
12. Dick Simmer (R) (i)
13. Robert Menendez (D) (i)

New Mexico

1. Steven Schiff (R) (i)
2. Joe Skeen (R) (i)
3. Bill Richardson (D) (i)

New York

1. Michael Forbes (R)
2. Rick Lazio (R) (i)
3. Peter King (R) (i)
4. Daniel Frisa (R)
5. Gary Ackerman (D) (i)

6. Floyd Flake (D) (i)
7. Thomas Manton (D) (i)
8. Jerrold Nadler (D) (i)
9. Charles Schumer (D) (i)
10. Edolphus Towns (D) (i)
11. Major Owens (D) (i)
12. Nydia Velazquez (D) (i)
13. Susan Molinari (R) (i)
14. Carolyn Maloney (D) (i)
15. Charles Rangel (D) (i)
16. Jose Serrano (D) (i)
17. Eliot Engel (D) (i)
18. Nita Lowery (D) (i)
19. Sue Kelly (R)
20. Benjamin Gilman (R) (i)
21. Michael McNulty (D) (i)
22. Gerald Solomon (R) (i)
23. Sherwood Boehlert (R) (i)
24. John McHugh (R) (i)
25. James Walsh (R) (i)
27. Bill Paxon (R) (i)
28. Louise Slaughter (D) (i)
29. John La Falce (D) (i)
30. Jack Quinn (R) (i)
31. Amo Houghton (R) (i)

North Carolina

1. Eva Clayton (D) (i)
2. David Funderburk (R)
3. Walter Jones Jr. (R)
4. Fredericks Heineman (R)
5. Richard Burr (R)
6. Howard Coble (R) (i)
7. Charles Rose (D) (i)
8. Bill Hefner (D) (i)
9. Sue Myrick (R)
10. Cass Ballenger (R) (i)
11. Charles Taylor (R) (i)
12. Melvin Watt (D) (i)

North Dakota

- At-large: Earl Pomeroy (D) (i)

Ohio

1. Steve Chabot (R)
2. Rob Portman (R) (i)
3. Tony Hall (D) (i)
4. Michael Oxley (R) (i)
5. Paul Gillmor (R) (i)
6. Frank Cremeans (R)
7. Dave Hobson (R) (i)
8. John Boehner (R) (i)
9. Marcy Kaptur (D) (i)
10. Martin Hoke (R) (i)
11. Louis Stokes (D) (i)
12. John Kasich (R) (i)
13. Sherrod Brown (D) (i)
14. Thomas Sawyer (D) (i)
15. Deborah Pryce (R) (i)
16. Ralph Regula (R) (i)
17. James Traficant Jr. (D) (i)
18. Bob Ney (R)
19. Steven LaTourette (R)

Oklahoma

1. Steve Largent (R)
2. Tom Coburn (R)
3. Bill Brewster (D) (i)
4. J.C. Watts (R)
5. Ernest Istook (R) (i)
6. Frank Lucas (R) (i)

Oregon

2. Wes Cooley (R)
3. Ron Wyden (D) (i)
4. Peter DeFazio (D) (i)

Pennsylvania

1. Thomas Foglietta (D) (i)
2. Chaka Fattah (D)
3. Robert Borski (D) (i)
4. Ron Kirk (D) (i)
5. William Clinger Jr. (R) (i)
6. Tim Holden (D) (i)
7. Curt Weldon (R) (i)
8. Jim Greenwood (R) (i)
9. Bud Schuster (R) (i)
10. Joseph McDade (R) (i)
11. Paul Kanjorski (D) (i)
12. John Murtha (D) (i)
13. Jon Fox (R)
14. William Coyne (D) (i)
15. Paul McHale (D) (i)
16. Robert Walker (R) (i)
17. George Gekas (R) (i)
18. Michael Doyle (D)
19. William Goodling (R) (i)
20. Frank Mascara (D)
21. Philip English (R)

Rhode Island

1. Patrick Kennedy (D)
2. John Reed (D) (i)

South Carolina

1. Mark Sanford (R)
2. Floyd Spence (R) (i)
3. Lindsey Graham (R)
4. Bob Inglis (R) (i)
5. John Spratt (D) (i)
6. James Clyburn (D) (i)

South Dakota

At-large: Tim Johnson (D) (i)

Tennessee

1. James H. Quillen (R) (i)
2. John Duncan Jr. (R) (i)
3. Zach Wamp (R)
4. Van Hilleary (R)
5. Bob Clement (D) (i)
6. Bart Gordon (D) (i)
7. Ed Bryant (R)
8. John Tanner (D) (i)
9. Harold Ford (D) (i)

Texas

1. James Chapman (D) (i)
2. Charles Wilson (D) (i)

3. Sam Johnson (R) (i)

4. Ralph Hall (D) (i)
5. John Bryant (D) (i)
6. Joe Barton (R) (i)
7. Bill Archer (R) (i)
8. Jack Fields Jr. (R) (i)
9. Steve Stockman (R)
10. Lloyd Doggett (D)
11. Chet Edwards (D) (i)
12. Pete Green (D) (i)
13. William Thornberry (R)
14. Greg Laughlin (D) (i)
15. E. Kika de la Garza (D) (i)
16. Ronald Coleman (D) (i)
17. Charles Stenholm (D) (i)
18. Sheila Lee (D)
19. Larry Combest (R) (i)
20. Henry Gonzalez (D) (i)
21. Lamar Smith (R) (i)
22. Tom DeLay (R) (i)
23. Henry Bonilla (R) (i)
24. Martin Frost (D) (i)
25. Ken Bentsen (D)
26. Dick Armey (R) (i)
27. Solomon Ortiz (D) (i)
28. Frank Tejeda (D) (i)
29. Gene Green (D) (i)
30. Eddie Bernice Johnson (D) (i)

Utah

1. James Hansen (R) (i)
2. Enid Waldholtz (R)
3. Bill Orton (D) (i)

Vermont

At-large: Bernie Sanders (O) (i)

Virginia

1. Herbert Bateman (R) (i)
2. Owen Pickett (D) (i)
3. Robert Scott (D) (i)
4. Norman Sisisky (D) (i)
5. L.F. Payne (D) (i)
6. Robert Goodiatte (R) (i)
7. Thomas Bliley Jr. (R) (i)
8. James Moran Jr. (D) (i)
9. Frederick Boucher (D) (i)
10. Frank Wolf (R) (i)
11. Thomas Davis III (R)

Washington

1. Rick White (R)
2. Jack Metcalf (R)
3. Linda Smith (R)
4. Doc Hastings (R)
6. Norm Dicks (D) (i)
7. Jim McDermott (D) (i)
8. Jennifer Dunn (R) (i)

West Virginia

1. Alan Mollohan (D) (i)
2. Bob Wise (D) (i)
3. Nick Rahall (D) (i)

Wisconsin

1. Mark Neumann (R)
2. Scott Klug (R) (i)
3. Steve Gunderson (R) (i)
4. Gerald Kleczka (D) (i)
5. Tom Barrett (D) (i)
6. Thomas Petri (R) (i)
7. David Obey (D) (i)
8. Toby Roth (R) (i)
9. F. Jas. Sensenbrenner Jr. (R) (i)

Wyoming

At-large: Barbara Cubin (R)

INTERNATIONAL CONFERENCE ON TRANSGENDER LAW AND EMPLOYMENT POLICY, INC.

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HOUSTON, TEXAS 77035-5515, USA
AC 713 723-8368
FAX 723-1800

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Employment Law Director, Laura Elizabeth Skaer, Atty
Gender Rights & Military Law Director, Sharon Ann Stuart, Atty
Documentation Law Director, Melinda M. Whiteway, Atty
Secretary - Director, Dee Skene McKellar
F-T-M and M-T-M Inclusion Coordination, Aaron Davis
Imprisonment Law Moderator, Raymond Wayne Hill, 107 S.Ct. 2502

I.C.T.L.E.P.

June 9, 1994

(please photocopy and distribute)

THE DRAG COMMUNITY WILL REMAIN LEGALLY UNPROTECTED EVEN AFTER "LESBIAN AND GAY" RIGHTS ARE ATTAINED

NOTE: ICTLEP uses an inclusive definition of transgender that embraces drag. Even so, ICTLEP knows that some drag persons reject our including them. Therefore, this opinion addresses the legal rights of only the drag community.

Many lesbian, gay, bisexual, transgender and drag activists believe that "lesbian and gay" is a universally recognized term that includes them as sexual minorities. Western society—gender bipolar, rarely distinguishing between sex and gender—tends to generalize and to discriminate against lesbians, gays, bisexual, transgendered and drag using a broad brush. Many believe legal protections will be attained using broad brush *universal terminology*.

It is the opinion of the ICTLEP Executive Director that such a belief will not be valid in law. In the future when statutory law and regulations are enacted to protect the "lesbian and gay" community, distinctions will be made in the courtrooms and in the case law which will leave many unprotected as before. Historic examples include: 1860's abolitionist women watched black *men* (a universal term) get the right to vote but had to wait over fifty more years to get that same right; 1970's transsexuals argued *sex* (a universal term) discrimination only to watch as the courts ruled that "change-of-sex" is not the same and such discrimination was not prohibited; 1980's homosexuals watched the Hardwick Court criminalize *sodomy* (a universal term) by homosexuals but refuse to consider heterosexual sodomy. Today *heterosexual* (a universal term) transgenders are unprotected because they crossdress.

Similarly, drags seeking protection under solely "lesbian and gay" or solely "homosexual" or solely "sexual orientation" rights will face the same discrimination that heterosexual transgenders face today because they crossdress. Thus, events for ALL groups must list ALL groups in the TITLE: "sexual orientation" must define ALL groups therein or include "gender identification" alongside.

Denver Edition

Complimentary Issue (one copy per person)

August 1994

Northern Colorado Christian News

The Nation's Monthly Christian Communications and News Network Volume 6, Issue 13

Inside:

- Evangelists see signs of revival page 2
- The spirit behind *The Lion King* page 11
- Group tells Denver, 'There is Hope and His name is Jesus' page 15

Northern Colorado Christian News celebrates five years



Joanna Bruso, director of sales & marketing, & Joanna Bruso, editor

— The Colorado Christian News (CCN) began in 1989 as the *Denver News*, a twelve-page publication. Over the last five years, Jack Mortenson, who owned KLT-TV in Denver, began the *Denver Christian News* as a public-access television station with a Christian perspective. The station was sold to Mortenson and he remains the publisher of the publication. The station has grown to double the area of distribution a year ago changed its name to reflect those who own it. The CCN currently publishes 100 copies each month and is not only a Metro

Denver Edition, but a Southern Colorado Edition as well.

Dave Sexton, director of sales and marketing, says, "We are looking to continue our expansion. We have increased our sales force to support the growing interest in Southern Colorado. And it is our desire to publish a Northern Colorado Edition in the next year." Printing localized editions says they are able to form believers of specific to the area live as well as in the world. "It would 'live' in its name to reflect those who own it. The CCN currently publishes 100 copies each month and is not only a Metro

news that relates to the Christian community in Colorado. The CCN prints articles of general spiritual interest, political, economic, social and educational issues as all of these issues affect Christians. Today, information is controlled by a select few. The *Colorado Christian News'* objective is to present the news from a Christian perspective and to fill the wide gap in reporting left by the secular media.

Joanna Bruso, editor of CCN, says, "We attempt articles that are either by the secular media or from an extreme point of view. She says that the lack of representation of the gay community is a major concern."

Major Gay Weekend '94

Singles are coming to Denver, Colorado, for "A Holy Ghost Explosion!" Find out the "God-idea" for your life, get fresh direction and vision, discover your destiny and realize your potential, and be challenged to live a victorious life through Jesus Christ.

Plus...

Singles' LEADERSHIP SEMINAR with Pastor Barry Palsler, Kay Stegeman, and key leadership of Marilyn Hickey Ministries
Friday • 9/2 • 9 a.m. - 3:45 p.m.
You MUST preregister—call 771-0202, Ext. 157.

Labor Day Celebration Picnic

Monday • 9/5 • 11 a.m.
6081 E. Orchard Road
1-25 & Orchard
Greenwood Village, CO

New of propo

Every-seeing souls
altimore's Pat
ed Lifeline Min-
after 13 years as a
baseball player. He
67 from among 130
ers coming to Christ at a
argh baseball clinic, two
en at a Maryland prison, and
e than 40 at Teen Challenge
in Pennsylvania recently.
Christmas Totter, who works in
the Cabrini Green area of north Chi-
cago, said young people are taking

Alvin Reid, professor at Hous-
ton Baptist University, is more
optimistic about a movement of
God than he has been for years
because various Christians are
praying together. A core group
wants to "get on the cutting edge
of evangelism" in order to "sc
everyone else ablaze," said
Steve Mowery, professor of
missions at Pennview Bible In-
stitute in Pennsylvania. "The
walls have fallen for evangel-
ists," Phil Farnsworth of Jack-
son, Mich. said. +

Computer hackers transmit porn

Livermore, Calif. (EP) — The dangers of potential mis-
use of the "information superhighway" were illustrated by
the July discovery that computer hackers were using a
computer at Lawrence Livermore National Laboratory to
store and transmit pornographic images. Officials believe
at least one lab employee of the lab was involved; that
employee has been placed on "investigatory leave."

Nearly 2,000 megabytes of unauthorized pornographic
images, most so graphic that they probably violate ob-
scenity standards, were found on the computer, which is
part of the Internet computer network. The incident is one
of the most serious breaches of security in the history of
the Lawrence Livermore, which is one of the nation's
three nuclear weapons labs. +

Homosexual rights bill on fast track in Congress

Washington, D.C. (EP) — A
bill that would extend federal
civil rights protections to homo-
sexuals, bisexuals, transvestites,
and persons who have had sex-
change operations is on the fast-
track for approval in the U.S.
Congress.

Introduced by Sen. Ted Ken-
nedy (D-Mass.) on June 23, the
Employment Non-Discrimina-
tion Act of 1994 would force
state and local government,
commercial businesses, non-
profit organizations, and even
some types of religious organi-
zations to employ people of all
sexual orientations. A house
companion to the bill was intro-
duced by Reps. Barney Frank
and Gerry Studds of Massachu-
setts, both of whom are homo-
sexuals.

Martin Mawyer, president of
the Christian Action Network,
said the bill is a solution without

showing that homosexuals, on
average, have higher incomes,
higher education levels, and
higher levels of home owner-
ship than heterosexuals. He also
pointed to a survey of readers of
The Advocate, a gay and lesbian
magazine. "The *Advocate* pro-
file shows that homosexuals
have a 96 percent employment
rate, with over half of them
holding some kind of manage-
ment or professional position,"
said Mawyer. "That is full em-
ployment by any economist's
standards."

Mawyer concluded, "It is a
fantasy to believe that homosex-
uals suffer employment — or
any other type of discrimination
in today's society. Their own
studies show employment rates
higher than any others, and they
are over-represented in movies,
television, music and other as-
pects of popular culture." +

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Wyn
Friday • 9/4
10:30 a.m.

Bill and
Renee Morris
Friday • 9/2
7 p.m.
Sunday • 9/4
10:30 a.m. & 6 p.m.

Gary
Oliver
Saturday • 9/3
6 p.m.
Sunday • 9/4
10:30 a.m. & 6 p.m.

HAPPY CHURCH