

March 13, 2019

The Honorable Nancy Pelosi
Speaker of the House
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Mitch McConnell
Majority Leader
U.S. Senate
Washington, D.C. 20510

The Honorable Kevin McCarthy
Minority Leader
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Chuck Schumer
Minority Leader
U.S. Senate
Washington, D.C. 20510

Dear Speaker Pelosi, Minority Leader McCarthy, Majority Leader McConnell and Minority Leader Schumer:

On behalf of 300,000+ human resource (HR) professionals of the Society for Human Resource Management (SHRM) and the more than 115 million employees they impact, I am writing in support of the spirit and intent expressed in the Equality Act.

SHRM has a proud history and commitment of encouraging fair and consistent employment practices and policies regarding the hiring, training, compensation, benefits, promotion, discipline, and termination of workers. SHRM advocates that employees should be evaluated based upon their ability to do the job, not on characteristics unrelated to job performance. As such, SHRM was the first employer association to support legislation to prohibit discrimination based on sexual orientation.

SHRM supports public policy efforts to bar workplace discrimination based on sexual orientation or gender identity. In fact, many employers have already adopted inclusive anti-discrimination policies. As the legislation is further refined, care should be taken to ensure that it addresses the issue without disrupting effective workplace practices.

SHRM and its members will continue to lead in combatting all forms of discrimination in the workplace and we stand ready to work with policymakers as the Equality Act moves through the legislative process.

Sincerely,



Johnny C. Taylor, Jr., SHRM-SCP
President & CEO

CC: Members of the U.S. House of Representatives
Members of the U.S. Senate