



Independent Women's Voice®

The Equality Act

in 60 Seconds

What's at Stake:

Ironically, the Equality Act will treat some people less equally than others. It will harm women and girls, turn disagreements on issues of sexuality and identity into unlawful discrimination, and threaten parental and conscience rights.

In particular, it will:

- Open women-only spaces (including locker rooms, battered women's shelters, prisons, and bathrooms) to men.
- Destroy women's sports by requiring that biological males be allowed to compete with and against female athletes.
- Limit freedom of speech for those who believe that biological sex is an immutable characteristic.
- Threaten the rights of parents and doctors who do not approve of procedures to alter sex.
- Force religious organizations to stop providing educational and other charitable services.

We should, of course, treat all people equally and with dignity, but the Equality Act would trample on the rights of some in favor of others and endanger vulnerable women and children.

Similar Laws Have Already Caused Harm

We don't have to guess about the consequences of the Equality Act. Similar policies enacted elsewhere demonstrate its inevitable harm:

- In Canada, beauty shops that refused to let their female spa technicians wax male genitalia have been **sued** by a transgender activist.
- In Alaska, a battered women's shelter **was investigated** by the state Equal Rights Commission after the shelter turned a transgender woman (biological male) away.
- In Connecticut, two male-to-female transgender athletes are topping the list of champions at every track meet, **denying** opportunities to biologically female athletes.
- In Maryland, bureaucrats **excluded** a Christian school from a state scholarship program because of the school's stance on sexual identity and expression. As a result, six low-income students were forced to withdraw from the school.
- In California, doctors have been **sued** for declining to recommend extreme sex-reassignment procedures in violation of their sincere medical belief.

Misperceptions vs. Facts

| MISPERCEPTION | FACT |
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| The Equality Act protects gays and lesbians from unfair discrimination. | The Equality Act does not simply protect gay and lesbian Americans from unfair discrimination. It adopts radical notions of gender identity that prohibit any distinctions between the sexes and erase women as a category. In addition, the Equality Act undermines the rights of business owners, religious people, and medical professionals, as well as the ability of local communities, to address complicated gender issues in nuanced ways. |
| The Equality Act does not compel Americans to accept ever-evolving standards about gender and identity; it just ensures tolerance for all. | The Act will abridge the rights of those who dissent from the idea that biological sex is malleable to speak freely, make parental decisions, and live by the tenets of their faith. Instead of ensuring tolerance for all, the Equality Act forces people with varied beliefs and worldviews to conform to one view about biological sex and human sexuality, and makes dissent from that view unlawful. |