

**ENDORSEMENT FOR PROPOSED AMENDMENT TO THE IDAHO HUMAN RIGHTS ACT**

Endorsements will be presented to the Idaho Legislature



**I/We, the undersigned business, individual business leader(s), education leader(s), non-profit organization or other institution or individual(s), endorse passage of legislation to add the terms sexual orientation and gender identity to Idaho's Human Rights Act and Civil Rights Law.**

For over 40 years, the Idaho Human Rights Act has advanced dignity and protected individuals from discrimination based on their race, sex, color, religion, and national origin in employment, education, housing, and public accommodation. Recently, age and disability have been added.

When passed, legislation including sexual orientation and gender identity will protect Idahoans from losing their jobs, their homes, or education opportunities just because they or their family members are or are perceived to be gay, lesbian, bi-sexual or transgender. The proposed legislation includes religious exemption language borrowed from the Salt Lake City ordinance which also gives its residents important protections against discrimination on the basis of sexual orientation and gender identity.

As with existing protections in Idaho's Human Rights Act, the legislation will authorize Idaho's Human Rights Commission to investigate complaints and to mediate or try to eliminate discrimination, if it is found to exist. Through the Human Rights Commission, all parties have a time-tested, neutral and cost effective administrative forum to aid in resolving issues of alleged discrimination.

More than 30 states and over 100 cities, including Pocatello, Boise, Caldwell, and Salt Lake City have made such non-discrimination their policy. A 2008 survey found 88% of Fortune 500 companies had internal policies to attempt to protect their employees from this kind of discrimination. A diverse workforce attracts creativity, builds higher morale and loyalty, and is more inclusive and efficient.

***I/We gladly join the list of businesses and individuals in Idaho who believe in fairness under the law. By signing this form, I/We authorize use of my/our names to facilitate the passage of the above proposed changes to Idaho's Human & Civil Rights Acts.***

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**Name(s)**

\_\_\_\_\_  
**Title / Occupation**

\_\_\_\_\_  
**Endorsing Business / Organization Name (if applicable)**

\_\_\_\_\_  
**Phone**

\_\_\_\_\_  
**Address / City / Zip**

\_\_\_\_\_  
**Email**

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**Signature(s)**