

## **Overview of The Equality Act (H.R. 5)**

***The Equality Act (H.R. 5) mandates one government-approved vision of human sexuality, providing no exceptions.*** Unlike almost all state and local sexual orientation and gender identity (SOGI) requirements, the Equality Act allows no exemptions for religious nonprofits. The legislation goes so far as to explicitly ban any appeal to the Religious Freedom Restoration Act (RFRA) which gives a religious entity its day in court when faith and government policy conflict. The Equality Act forbids this. HR5 also:

- *Eliminates schools' freedom to hire employees who agree with and live out the Christian understanding of marriage, sexual morality, and the distinction between the sexes.*
- *Could require Christian school health plans to include sex reassignment surgeries and other treatments for gender dysphoria that conflict with schools' understanding of best medical practices.*
- *Could compel Christian schools to allow mixed-use of restrooms, locker rooms, and other sex-separated facilities.*
- *Could turn a school into a "public accommodation" which could, in turn, require Christian schools to admit staff, faculty, and/or students who disagree with Christian convictions about how best to promote human flourishing and student conduct standards that reflect those convictions.*

To read the legislation in full, you may [click here](#).