

# How Will LB 627

# affect my

# BUSINESS?

## Hiring:

- You cannot fire, refuse to hire, or fail to promote anyone on the basis of any sexual behavior, such as adultery, premarital sex, homosexuality, bisexuality, cross-dressing, etc. This includes management positions.
- You would be liable for creating a “hostile work environment” if one of your employees told a coworker that s/he didn’t agree with their sexual behavior.
- You cannot require a male employee to abide by a gender-specific dress code if that employee professes a female gender identity and vice versa.

## Facilities:

- You cannot prohibit a biological male who professes a female identity to access the women’s restroom or locker room and vice versa, regardless of the concerns of other employees or clients. Attempting to detain such a person is a punishable offense.
- If you rent out your facility or meeting space to the public you cannot refuse to host an event from a group supporting non-traditional sexual lifestyles.
- If you provide housing for employees or clients you cannot decline to house unmarried heterosexual couples or same-sex couples.

## Services:

- You cannot refuse to accept business from individuals or groups that will use your product to promote non-traditional sexual lifestyles. For example, a florist in Washington now faces the risk of losing everything she owns for declining to make custom floral arrangements celebrating the same-sex wedding of a long-time customer.
- If you are in the health care field you could be required to provide services that violate your conscience. For example, psychologists may be forced to provide counseling services to those involved in unmarried sexual relationships.

## Free Speech:

- Your business could be at risk for lawsuits if you support causes, candidates, or non-profits that believe in traditional sexual ethics. Allowing employees or clients to post promotional materials for such groups or beliefs could also cause legal problems.
- You can’t make business decisions in accordance with traditional views about gender or sexual behavior. For example, a modeling agency wanting a female model for a clothing line may be forced to hire a man who professes a female gender identity.



**FOR MORE INFORMATION CONTACT**

**1106 E Street • Lincoln, NE 68508 • 402-477-3191 • [NebraskaFamilyAlliance.org](http://NebraskaFamilyAlliance.org)**

# How Will LB 627

# affect my | WORK?

## Hiring:

- Your employer cannot fire, refuse to hire, or fail to promote anyone on the basis of any sexual behavior, such as adultery, premarital sex, homosexuality, bisexuality, cross-dressing, etc. This includes management positions.
- Your employer would be liable for creating a “hostile work environment” if you told a coworker that you don’t agree with their sexual behavior. This could lead to disciplinary action including demotion or termination.

## Facilities:

- You could be reprimanded for posting pro-marriage messages or Bible verses in your workspace or on community bulletin boards because this could contribute to a “hostile work environment.”
- Your employer cannot prohibit a biological male who professes a female identity to access the women’s restroom or locker room and vice versa, regardless of the concerns of other employees.

## Training:

- Your employer may seek to avoid lawsuits by mandating company-wide “diversity training” or “cultural sensitivity training” that includes topics such as homosexual or transgender awareness.
- If you request an exemption from such training or if you attend but disagree with the material you could face disciplinary action including demotion or termination.

## Free Speech:

- You may be prohibited from saying or wearing things that demonstrate your beliefs about sexual morality. You may be restricted in what you can place within your workspace or even what holidays can be celebrated at the office.
- You may be required to attend company events that promote non-traditional sexual relationships at risk of facing disciplinary action.
- If you support ballot measures or non-profits that advocate marriage between a man and a woman you could face disciplinary action even if you do so as a private citizen.



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# How Will LB 627

# affect my | CHURCH?

## Hiring:

- A church cannot refuse to hire anyone on the basis of any sexual behavior such as adultery, premarital sex, homosexuality, bisexuality, cross-dressing, etc. This applies to any non-ministerial position including maintenance, janitorial, or administrative positions.
- The church cannot terminate an employee for a non-ministerial position if, after beginning employment s/he begins to transition to the opposite gender or decides to engage in a non-marital sexual relationship with someone of either sex.

## Workplace:

- That same church, after being forced to hire the individual, would be liable for creating a "hostile work environment" if a church member told the employee that his unrepentant sexual behavior is sinful and encouraged him to stop engaging in such conduct.
- A church cannot deny an employee a raise, promotion, advancement, or other "employment opportunity" because of his/her gender identity or any extra-marital sexual behavior with someone of either sex.

## Outreach:

- A church that seeks to reach out to the community by allowing outside groups (e.g. boy scouts, AA, homeschool groups, voting precinct) to use their building cannot refuse access to a group supporting non-traditional sexual lifestyles.
- A church cannot refuse to host a same-sex couple's marriage ceremony.
- If a church provides marriage counseling or seminars they cannot refuse to allow same-sex couples to participate.
- A church cannot refuse a membership application from someone who unrepentantly engages in extra-marital sexual behavior such as premarital sex, adultery, homosexuality, bisexuality, cross dressing, etc.
- A church cannot require members to abide by a sexual ethics policy or revoke their membership if they do not comply.



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