

SB 296 and SB 297

Utah's Compromise for Religious and LGBT Rights and Recognitions

“By recognizing that the rights of some cannot and should not be acquired at the expense of others, we found a balanced and equalizing solution to squaring religious liberty with LGBT non-discrimination.”

Stuart Adams

What The Utah Compromise Provides

Protections For Employer

- Reasonable Accommodations
- Dress and Grooming Standards
- Control of Religious and Political Speech
- Small Business Owners

Protections For Employees

- May Express Religious and Moral Beliefs in the Workplace
- May Express Religious, Political or Personal Convictions Specifically Including One's Convictions About Marriage, Family Or Sexuality Outside the Workplace With No Employer Retaliation.

Religious Organizations Exemptions and Protections

- Religious Organizations
- Religious Schools
- Affiliates
- Boy Scouts

Landlords Protections

- DSM-5
- Small Landlord

LGBT Protections

- Housing
- Employment

Non-Severability

- Insures the Balances and Protections

Clerks

- Requires Clerks to Marry
- Allows the Individual the Right to "Step-Off"
- Protects an Individual Who Makes That Choice

Prohibits Government Retaliation

SB 296 Utah Antidiscrimination Act's Protections to Employers:

Dress And Grooming Standards:

676 This chapter may not be interpreted to prohibit an employer from adopting reasonable
677 dress and grooming standards not prohibited by other provisions of federal or state
law,
678 provided that the employer's dress and grooming standards afford reasonable
accommodations
679 based on gender identity to all employees.

Sex-specific Facilities:

682 This chapter may not be interpreted to prohibit an employer from adopting reasonable
683 rules and policies that designate sex-specific facilities, including restrooms, shower
facilities,
684 and dressing facilities, provided that the employer's rules and policies adopted under
this
685 section afford reasonable accommodations based on gender identity to all employees.

SB 296 Utah Antidiscrimination Act's Protections to Employers:

Religious Liberty Protections:

Expressing Beliefs And Commitments In Workplace -- Prohibition On Employment Actions Against Certain Employee Speech.

695 (1) An employee may express the employee's religious or moral beliefs and
696 commitments in the workplace in a reasonable, non-disruptive, and non-harassing way on
697 equal terms with similar types of expression of beliefs or commitments **allowed by the**
698 **employer** in the workplace, **unless the expression is in direct conflict with the essential**
699 **business-related interests of the employer.**

SB 296 Utah Antidiscrimination Act's Protections to Small Business Owners

"Employer" means:

86 (A) the state;

87 (B) [any] a political subdivision;

88 (C) a board, commission, department,
institution, school district, trust, or agent of the
89 state or [its] a political [subdivisions]
subdivision of the state; or

90 (D) **a person employing 15 or more
employees** within the state for each working day in
91 each of 20 calendar weeks or more in the
current or preceding calendar year.

SB 296 Utah Antidiscrimination Act's Protections to Individuals:

Application to the freedom of expressive association and the free exercise of religion:

689 This chapter may not be interpreted to infringe upon the freedom of expressive

690 association or the free exercise of religion protected by the First Amendment of the United

691 States Constitution and Article I, Sections 1, 4, and 15 of the Utah Constitution.

SB 296 Utah Antidiscrimination Act's Protections to Employees Inside The Workplace

695 (1) An employee may express the
employee's religious or moral beliefs and
696 commitments in the workplace in a
reasonable, non-disruptive, and non-harassing way
on
697 equal terms with similar types of expression
of beliefs or commitments allowed by the
698 employer in the workplace, unless the
expression is in direct conflict with the essential
699 business-related interests of the employer.

SB 296 Utah Antidiscrimination Act's Protections to Employees Outside the Workplace

Religious Liberty Protections:

Prohibition On Employment Actions Against Certain Employee Speech.

700 (2) An employer may not discharge, demote, terminate, or refuse to hire any person, or
701 retaliate against, harass, or discriminate in matters of compensation or in terms, privileges,
702 and
703 conditions of employment against any person otherwise qualified, for lawful expression or
704 expressive activity outside of the workplace regarding the person's religious, political, or
705 personal convictions, including convictions about marriage, family, or sexuality, unless the
706 expression or expressive activity is in direct conflict with the essential business-related
 interests of the employer.

SB 297 Casts A Wide Net Over The Definition Of “Religious Official” And “Religious Organization”

140 63G-20-102. Definitions.

141 As used in this chapter:

149 (2) (a) "Religious official" means an officer or official of a religion, when acting as
150 such.

151 (b) "Religious official" includes an individual designated by the religion as clergy,
152 minister, priest, pastor, rabbi, imam, bishop, stake president, or sealer, when that individual
153 is acting as such.

154 (3) "Religious organization" means:

155 (a) a religious organization, association, educational institution, or society;

156 (b) a religious corporation sole; or

157 (c) any corporation or association constituting a wholly owned subsidiary, affiliate, or
158 agency of any religious organization, association, educational institution, society, or
159 religious

159 corporation sole.

Under SB 297, Neither The Government Nor An Individual May Compel A Religious Organization Or Religious Official To Provide Goods, Services, Facilities Or Grounds For A Marriage Contrary To Their Religious Beliefs.

183 Notwithstanding any other provision of law, a state or local government or a state or
184 local government official may not:

- 193 (3) require a religious official, when acting as such, or religious organization to provide
194 goods, accommodations, advantages, privileges, services, facilities, or grounds for activities
195 connected with the solemnization or celebration of a marriage that is contrary to that
religious
196 official's or religious organization's religious beliefs;

- 234 **63G-20-301. Prohibitions relating to refusing to solemnize a marriage.**
235 Notwithstanding any other provision of law, an individual may not require a religious
236 official, when acting as such, or religious organization to provide goods, accommodations,
237 advantages, privileges, services, facilities, or grounds for activities connected with the
238 solemnization or celebration of a marriage that is contrary to that religious official's or
religious
239 organization's religious beliefs about marriage, family, or sexuality.

SB 297 Protects Religious Officials And Organizations From Promoting Marriage In Ways Contrary To Their Beliefs

183 Notwithstanding any other provision of law, a state or local government or a state or

184 local government official may not:

- 197 (4) require a religious official, when acting as such, or religious organization to
198 promote marriage through religious programs, counseling, courses, or retreats in a way that is
199 contrary to that religious official's or religious organization's religious beliefs.

SB 297 And SB 296's Combined Definitions Of "Religious Organizations" And "Employer" Protects Religious Schools

- 154 (3) "Religious organization" means:
155 (a) a religious organization, association, educational institution, or society;
156 (b) a religious corporation sole; or
157 (c) any corporation or association constituting a wholly owned subsidiary, affiliate, or
158 agency of any religious organization, association, educational institution, society, or religious
159 corporation sole. (SB 297)
- 92 (ii) "Employer" does not include:
93 (A) a religious organization [or association], a religious corporation sole, a religious
94 association, a religious society, a religious educational institution, or a religious leader, when
95 that individual is acting in the capacity of a religious leader;
96 [(B) a religious corporation sole; or]
97 [(C)] (B) any corporation or association constituting an affiliate, a wholly owned
98 subsidiary, or an agency of any religious organization [or association or religious corporation
99 sole.], religious corporation sole, religious association, or religious society; or
100 (C) the Boy Scouts of America or its councils, chapters, or subsidiaries. (SB 296)
- There are 57 religiously affiliated private elementary and secondary schools in Utah (31% of all schools), serving 10,169 students. The most common religiously affiliated schools are Roman Catholic (26% of schools), Christian (21% of schools) and Baptist (12% of schools). http://www.privateschoolreview.com/state_religious_affi/stateid/UT
- Brigham Young University

SB 296 Protects the Boy Scouts of America

- "Employer" does not include:
100 (C) the Boy Scouts of America or its councils, chapters, or subsidiaries.

Therefore they are NOT subject to:

- (i) An employer may not refuse to hire, promote, discharge, demote, or terminate
283 [any] a person, or to retaliate against, harass, or discriminate in matters of compensation or
in
284 terms, privileges, and conditions of employment against [any] a person otherwise qualified,
285 because of:
- 286 (A) race;
 - 287 (B) color;
 - 288 (C) sex;
 - 289 (D) pregnancy, childbirth, or pregnancy-related conditions;
 - 290 (E) age, if the individual is 40 years of age or older;
 - 291 (F) religion;
 - 292 (G) national origin; [or]
 - 293 (H) disability[.];
 - 294 (I) sexual orientation; or
 - 295 (J) gender identity.

Small Landlord Protections

SB 296 housing requirements do not apply to a landlord if two conditions are met:

1. The “dwelling” is designed for four or fewer families.
2. The landlord occupies part of the “dwelling.”

For example, people who rent out their basement would be allowed to decide to rent or not on the basis of sexual orientation or gender identity. This exemption also applies to duplexes and 4-plexes if the owner occupies one of the units. (Lines 829-833)

LGBT Housing Protections

- 899 (1) It is a discriminatory housing practice to do any of the following because of a
900 person's race, color, religion, sex, national origin, familial status, source of income, [or]
901 disability, sexual orientation, or gender identity:
902 (a) (i) refuse to sell or rent after the making of a bona fide offer[,];
903 (ii) refuse to negotiate for the sale or rental[,]; or
904 (iii) otherwise deny or make unavailable [any] a dwelling from any person;
905 (b) discriminate against [any] a person in the terms, conditions, or privileges:
906 (i) of the sale or rental of [any] a dwelling; or
907 (ii) in providing facilities or services in connection with the dwelling; or
908 (c) represent to [any] a person that [any] a dwelling is not available for inspection, sale,
909 or rental when [in fact] the dwelling is available.

LGBT Employment Protections

- 280 (1) It is a discriminatory or prohibited employment practice to take [any]
281 an action
282 described in Subsections (1)(a) through (f).
283 (a) (i) An employer may not refuse to hire, promote, discharge, demote,
or terminate
284 [any] a person, or to retaliate against, harass, or discriminate in matters of
compensation or in
285 terms, privileges, and conditions of employment against [any] a person
otherwise qualified,
286 because of:
287 (A) race;
288 (B) color;
289 (C) sex;
290 (D) pregnancy, childbirth, or pregnancy-related conditions;
291 (E) age, if the individual is 40 years of age or older;
292 (F) religion;
293 (G) national origin; [or]
294 (H) disability[.];
295 (I) sexual orientation; or
(J) gender identity.

Nonseverability of SB 296

In A Game Of Total Victory, We All Lose

186 This bill is the result of the Legislature's
balancing of competing interests.

187 Accordingly, if any phrase, clause, sentence,
provision, or subsection enacted or amended in

188 this chapter by this bill is held invalid in a final
judgment by a court of last resort, the

189 remainder of the enactments and amendments of
this bill affecting this chapter shall be thereby

190 rendered without effect and void.

SB 297 Requires A County Clerk, Or A Willing Designee Of The County Clerk,
To Be Available During Business Hours To Solemnize A Legal Marriage;
Removes A Requirement That A Designee For Solemnizing Marriages Be An
Office Employee

73 A county clerk shall:

74 (1) establish policies to issue all marriage licenses and keep a register of marriages as
75 provided by law;

76 (2) establish policies to ensure that the county clerk, or a designee of the county clerk
77 who is willing, is available during business hours to solemnize a legal marriage for which a
78 marriage license has been issued;

127 (4) [Notwithstanding] Except as provided in Section [17-20-4](#), and notwithstanding any
128 other provision in law, no person authorized under Subsection (1) to solemnize a marriage
may
129 delegate or deputize another person to perform the function of solemnizing a marriage
[except
130 that only employees of the office responsible for the issuance of marriage licenses may be
131 deputized].

SB 297 Creates Provisions Governing The Solemnizing Or Recognition Of A Marriage For Both Organizations And For Individuals

- 183 Notwithstanding any other provision of law, a state or local
184 government or a state or
185 local government official may not:
186 (1) require a religious official, when acting as such, or religious
187 organization to
188 solemnize or recognize for ecclesiastical purposes a marriage that is
189 contrary to that religious
190 official's or religious organization's religious beliefs;
191 (2) if the religious official or religious organization is authorized to
192 solemnize a
193 marriage by Section [30-1-6](#), deny a religious official, when acting as
194 such, or religious
195 organization the authority to legally solemnize a legal marriage based
196 on the religious official's
197 or religious organization's refusal to solemnize any legal marriage that is
198 contrary to the
199 religious official's or religious organization's religious beliefs;

SB 297 Prohibits The Government From Retaliation, Penalization, Discipline, Censure Of An Individual In Their Professional Life For Personal Expression Of Religious Beliefs

140 **63G-20-102. Definitions.**

141 As used in this chapter:

142 (1) "Government retaliation" means an action by a state or local government or an
143 action by a state or local government official that:

144 (a) is taken in response to a person's exercise of a protection contained in Section
145 17-20-4, 63G-20-201, or 63G-20-301; and

146 (b) (i) imposes a formal penalty on, fines, disciplines, discriminates against, denies the
147 rights of, denies benefits to, or denies tax-exempt status to a person

Prohibition on government retaliation.

202 Notwithstanding any other law, a state or local government or a state or local
203 government official may not engage in government retaliation against an individual, a religious
204 official when acting as such, or a religious organization for exercising the protections contained
205 in Section 17-20-4, 63G-20-201, or 63G-20-301.

206 Section 8. Section **63G-20-203** is enacted to read:

63G-20-203. Prohibition on licensing disadvantages based on beliefs.

208 Notwithstanding any other law, a state or local government, a state or local government
209 official, or another accrediting, certifying, or licensing body may not:

210 (1) deny, revoke, or suspend a licensee's professional or business license based on that
211 licensee's beliefs or the licensee's lawful expressions of those beliefs in a nonprofessional
212 setting, including the licensee's religious beliefs regarding marriage, family, or sexuality; or

213 (2) penalize, discipline, censure, disadvantage, discriminate against, or retaliate against
214 a licensee who holds a professional or business license based on that licensee's beliefs or lawful
215 expressions of those beliefs in a nonprofessional setting, including the licensee's religious
216 beliefs regarding marriage, family, or sexuality.

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- Protects an Individual Who Makes That Choice

Prohibits Government Retaliation

Let me close by bearing witness (and my nine decades on this earth fully qualify me to say this) that the older I get, the more I realize that family is the center of life and the key to eternal happiness.

I give thanks for my wife, for my children, for my grandchildren and my great-grandchildren, and for all of the cousins and in-laws and extended family who make my own life so rich and, yes, even eternal. Of this eternal truth I bear my strongest and most sacred witness in the name of Jesus Christ, Amen.

Elder L. Tom Perry April 2015

Elder L. Tom Perry

April 2015

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Insights From Auschwitz

President Dieter F. Uchtdorf April 24, 2015

“The effort to throw off traditions of distrust and pettiness and truly see one another with new eyes—see each other not as aliens or adversaries but as fellow travelers, brothers and sisters, and children of God—is one of the most challenging while at the same time most rewarding and ennobling experiences of our human existence.”

Insights From Auschwitz

President Dieter F. Uchtdorf April 24, 2015

“I am convinced that had my countrymen felt and applied the power of divine love and compassion, the Holocaust never could have happened. The evil that befell the world could have been prevented. Such heartache would not have descended upon the planet.”

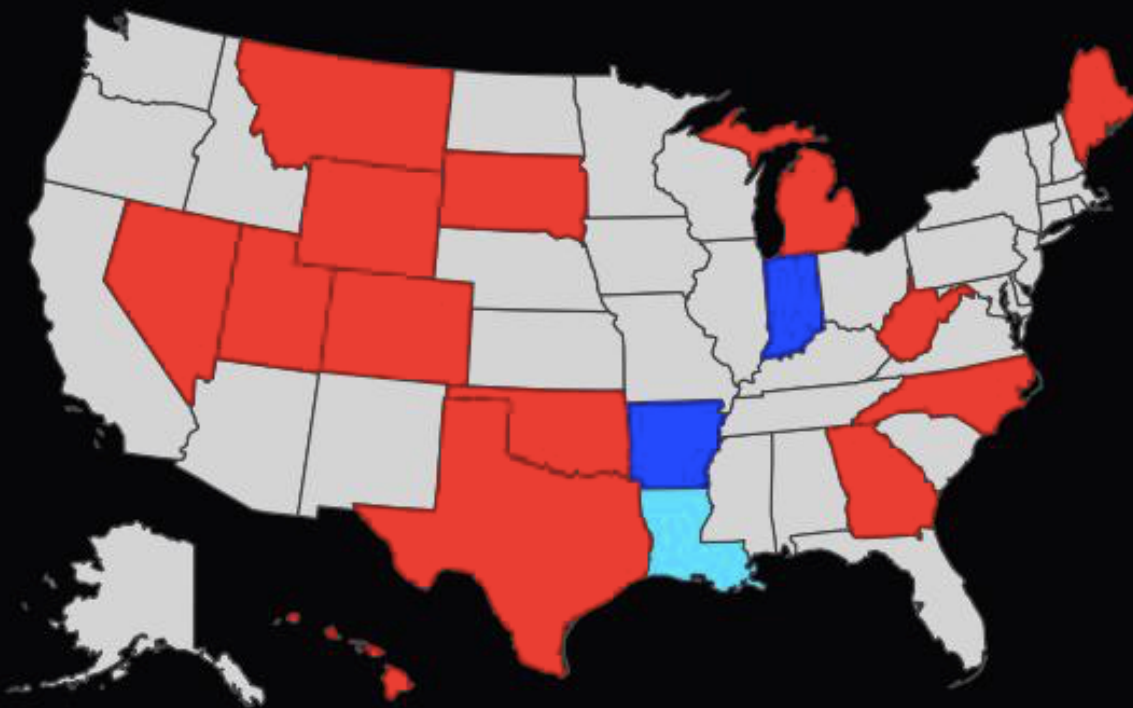
The Outlook For Legislation Affecting Religious Freedom t

17% Success Rate At What Cost?

2015
RFRA Bills

27 Bills in
17 States

Prevents laws that
burden a person's free
exercise of religion or
substantially burden
religious beliefs



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The Salt Lake Tribune

*Op-ed: Utah anti-discrimination law is key
to recruiting quality workers*

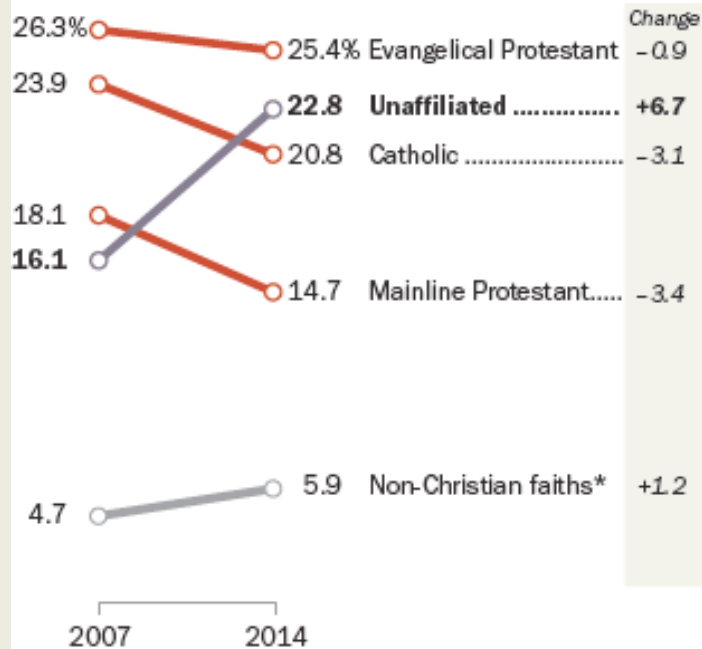
By Jeff Edwards and Mel Lavitt
Jun 13 2015

INDYSTAR
A GANNETT COMPANY

RFRA: Boycotts, Bans And Growing Backlash
By Robert King April 2 2015

Changing U.S. Religious Landscape

Between 2007 and 2014, the Christian share of the population fell from 78.4% to 70.6%, driven mainly by declines among mainline Protestants and Catholics. The unaffiliated experienced the most growth, and the share of Americans who belong to non-Christian faiths also increased.



* Includes Jews, Muslims, Buddhists, Hindus, other world religions and other faiths. Those who did not answer the religious identity question, as well as groups whose share of the population did not change significantly, including the historically black Protestant tradition, Mormons and others, are not shown.

Source: 2014 Religious Landscape Study, conducted June 4-Sept. 30, 2014

PEW RESEARCH CENTER

College Grads Identifying As Christians



"Nones" Identifying As Agnostic or Atheist



20 % of American Adults Raised Christian No Longer Identify As Such



■ No Longer Identify (20%)
■ Identify As Christians (80%)

53% Of Adults Raised Religious Now identify As "Nones"



■ Identify As "Nones" (53%) ■ Identify As Religious (47%)

Shift in Public Attitudes Goes Far Beyond Same-Sex Marriage

<i>Homosexuality should be...</i>	2003 %	2013 %	Change
Accepted by society	47	60	+13
Discouraged by society	45	31	-14
<i>Favorable opinion of ...</i>			
Gay men	38	54	+16
Lesbian women	39	58	+19
<i>Reaction if your child told you they were gay or lesbian*...</i>			
Very/Somewhat upset	60	40	-20
<i>Very upset</i>	33	19	-14
Not upset	36	55	+19
<i>Is it a sin to engage in homosexual behavior?</i>			
Is a sin	55	45	-10
Is not a sin	33	45	+12
<i>Same-sex marriage would go against my religious beliefs**</i>			
Agree	62	56	-6
Disagree	33	41	+8

PEW RESEARCH CENTER May 1-5, 2013. Q17b, Q56, Q63, Q72, Q59/Q61.

*Trend from March 2004 survey by Los Angeles Times.

**From March 2013 Pew Research Center survey.

Utah's Pivotal Bargain

LGBT PROTECTIONS

- Protects LGBT individuals from employment discrimination
- Protects LGBT individuals from housing discrimination
- Provides reasonable workplace accommodations for transgender individuals
- Guarantees access to marriage, even in rural areas

RELIGIOUS PROTECTIONS

- Protects the character of faith communities & buildings
- Adds affiliates, religious associations, societies, educ. institutions, & Boy Scouts to existing carve-outs for small employers, religious corporations and subsidiaries
- Permits churches and religious groups to celebrate marriages & do religious counseling consistent with faith

PROTECTIONS FOR BOTH

- Protects political and religious expression outside the workplace
- Places political and religious expression in the workplace on level playing field

SB 297*	Exempts clergy from officiating a wedding	Exempts religious organizations from providing wedding services	Protects objectors from private suits and government penalties**	Exempts religious marriage counseling courses or retreats	Allows adoption/foster agencies to maintain existing placement policies***	Designates only willing clerks	No revocation of professional/business license for expression in nonprofessional setting	Proactively protects character of religious buildings & wedding services	SB 296	Exempts religiously affiliated housing	Permits religious/political expression outside the workplace****	Gives parity to religious/political expression inside the workplace
Delaware	✓		✓			✓			Delaware			
Illinois	✓	✓	✓						Illinois		✓	
Vermont	✓	✓	✓						Vermont		✓	
Hawaii	✓	✓	✓						Hawaii		✓	
Washington	✓	✓	✓	✓					Washington		✓	
New York	✓	✓	✓						New York	✓	✓	
Connecticut	✓	✓	✓		✓				Connecticut	✓	✓	
D.C.	✓	✓	✓	✓					D.C.		✓	
Minnesota	✓	✓	✓		✓				Minnesota	✓	✓	
N.H.	✓	✓	✓	✓					N.H.	✓	✓	
Rhode Island	✓	✓	✓	✓	✓				Rhode Island			
Maryland	✓	✓	✓	✓	✓				Maryland			
Utah	✓ ⁱ	✓ ⁱⁱ	✓ ⁱⁱⁱ	✓ ^{iv}	✓ ^v	✓ ^{vi}	✓ ^{vii}	✓ ^{viii}	Utah	✓ ^{ix}	✓ ^x	✓ ^{xi}

Take-Aways from Utah

- Secures autonomy over marriage in wake of federal court decision
- Makes good on marriage promise, creating new obligation on State
- Includes the "T," which nixed bargain in Michigan
- Unprecedented emphasis on individual protections, not just Big Religion (see circled checks)
- Concrete measures to allay fears of being fired for "wrong" sexuality or views
- Deliberate decision to avoid forced resignations or firings of government workers

Challenges for Additional Bargains

- For some believers, no amount of religious liberty protections can protect them as much as doing nothing for LGBT individuals
- Risks to adoption services & professionals who express disfavored views in professional settings
- Balkanizes world into private religious & public spheres
- The public accommodations conundrum: Is there no way for both communities to share the public square?

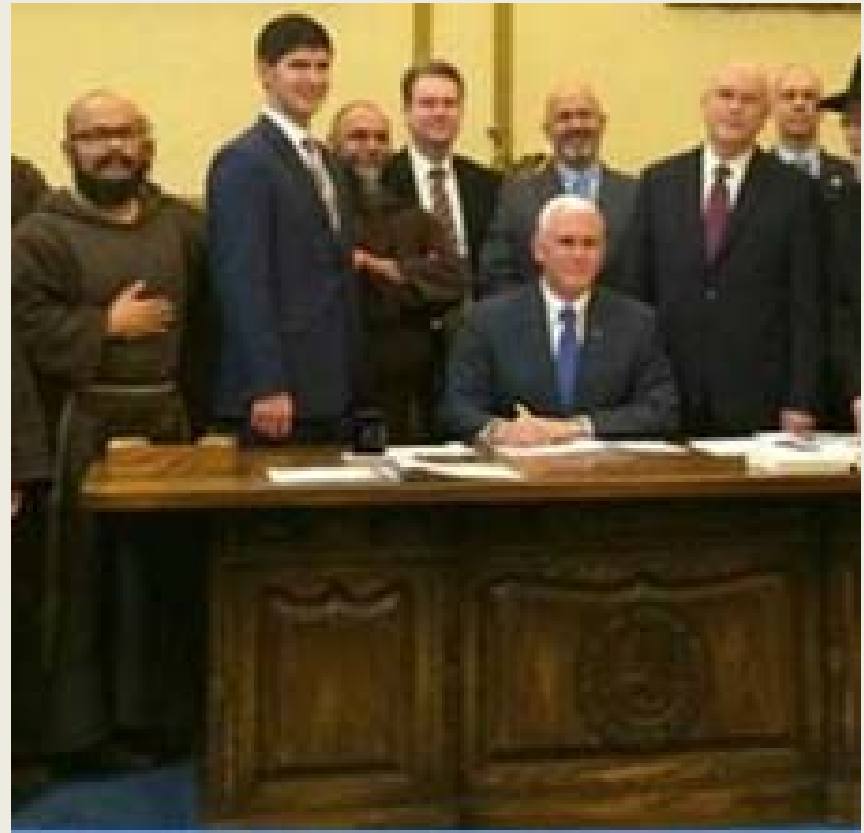
© Robin Fretwell Wilson; Image by Robin Wilson & Rachel Koch, Utah State Senate

Bill Signings

SB 296 in Utah



SB 101 in Indiana



Finding A Balanced Approach and
Achieving “Fairness For All” is The
Most Important Legislative Business
To Protect Our Religious Liberties.

t

SB 296 Utah Antidiscrimination Act's Application to Employers:

- 85 [(h)] (i) "Employer" means:
86 (A) the state;
87 (B) [any] a political subdivision;
88 (C) a board, commission, department, institution, school district, trust, or agent of the
89 state or [its] a political [subdivisions] subdivision of the state; or
90 (D) a person employing 15 or more employees within the state for each working day in
91 each of 20 calendar weeks or more in the current or preceding calendar year.

- 92 (ii) **"Employer" does not include:**
93 (A) a religious organization [or association], a religious corporation sole, a religious
94 association, a religious society, a religious educational institution, or a religious leader, when
95 that individual is acting in the capacity of a religious leader;
96 [(B) a religious corporation sole; or]
97 [(C)] (B) any corporation or association constituting an affiliate, a wholly owned
98 subsidiary, or an agency of any religious organization [or association or religious corporation
99 sole.], religious corporation sole, religious association, or religious society; or
100 (C) the Boy Scouts of America or its councils, chapters, or subsidiaries.

SB 297

“Protections For Religious Expressions and Beliefs About Marriage, Family, or Sexuality”

10 This bill provides certain protections and remedies for individuals,
religious officials,
11 religious organizations, and government officers and employees
concerning the free
12 exercise of religion and religious or deeply held beliefs about marriage,
family, and
13 sexuality.

SB 297 Creates A New Chapter Known As "*Religious Protections In Relation To Marriage, Family, Or Sexuality*" With Specific Interpretation Instructions To The Courts That Reiterate Religious Protections From Both The U.S. And Utah Constitution.

"The rights of conscience shall never be infringed" Utah Constitution Article 1 Section 4

168 **63G-20-103. Interpretation.**

169 (1) Utah state courts and courts of the United States shall broadly construe this chapter

170 in favor of a broad protection of religious beliefs, exercises, and conscience to the maximum

171 extent permitted by the terms of this chapter and the Utah and United States constitutions.

172 (2) Nothing in this chapter may be construed to limit:

173 (a) the authority of a state or local government or a state or local government official to

174 protect the health, safety, or property of Utah residents through lawful means;

175 (b) the application of Utah's criminal laws;

176 (c) the application of Utah's laws barring discrimination in employment or housing; or

177 (d) the application of Utah's laws barring discrimination in public accommodations,

178 subject to Section [63G-20-201](#).

SB 297 Safeguards In Plain English

A government may not retaliate against an individual, religious official or religious organization by

- imposing formal penalties,
- fines,
- discipline,
- discriminates against,
- denies the rights of,
- denies benefits to or
- denies tax-exempt status for,

Nor may government

- deny,
- revoke or
- suspend a professional or business license

Based on an individuals beliefs or lawful expression of those beliefs (specifically in regards to marriage, family, or sexuality) in a nonprofessional setting.

How is trying to hold the existing religious liberty line against our rapidly changing social norms—a line that may be erased in the flash of a judicial pronouncement—more advantageous than adopting a pragmatic legislative compromise that would eliminate rather than provoke litigious contention in the first place?

- The judicial decision from Judge Shelby gave Utahns no religious liberties protections or accommodations. Neither did *Obergefell*.
- The SCOTUS decision on Hobby Lobby gave precious little to the LGBT community
- Judicial fiat is causing both LGBT supporters and religious thought-leaders to shun the compromise option and urge their allies to simply dig in.
- Judicial decisions have not provided, and in many cases cannot provide, the same sort of nuanced protections for both sides that a legislature can.
- Decisions and about gay rights and religious liberty are going to be made. The question is will they be made preemptively by legislatures when stakeholders still have some leveraging currency, or after judicial decisions have been handed down, reducing or even eliminating the value of that negotiating currency?

We want our voice to be heard against all of the counterfeit and alternative lifestyles that try to replace the family organization that God Himself established.

We also want our voice to be heard in sustaining the joy and fulfillment that traditional families bring.

We must continue to project that voice throughout the world in declaring why marriage and family are so important, why marriage and family really do matter, and why they always will.

Elder L. Tom Perry April 2015

Four Cornerstones Of Religious Freedom That We Must Rely Upon And Protect

As we walk the path of spiritual liberty in these last days, we must understand that *the faithful use of our agency depends upon our having religious freedom*. We already know that Satan does not want this freedom to be ours. He attempted to destroy moral agency in heaven, and now on earth he is fiercely undermining, opposing, and spreading confusion about religious freedom—what it is and why it is essential to our spiritual life and our very salvation.

Elder Robert D. Hales April 2015

- The *Freedom To Believe*.
- The *Freedom To Share Our Faith And Our Beliefs With Others*.
- The *Freedom To Form A Religious Organization, A Church, To Worship Peacefully With Others*.
- The *Freedom To Live Our Faith*—Free Exercise Of Faith Not Just In The Home And Chapel But Also *In Public Places*.

Even as we seek to be meek and to avoid contention, we must not compromise or dilute our commitment to the truths we understand.

We must not surrender our positions or our values. The gospel of Jesus Christ and the covenants we have made inevitably cast us as combatants in the eternal contest between truth and error.

There is no middle ground in that contest.

Elder Dallin H. Oaks October 2014

Insights From Auschwitz

President Dieter F. Uchtdorf April 24, 2015

We Hate Those We Do Not Really Know

“I am convinced that one of the major reasons these atrocities happened is because it is human nature to be suspicious, envious, distrustful, and even hateful of those we do not really know.”

We Must Speak Up

“We all have a responsibility to speak the truth, to stand for what is right, to lift up our voices in support of that which is good. Too often evil rises in the world because good men and women do not find the courage to speak against it. And sometimes terrible, preventable events happen because we fail to open our mouths.”

Divine Love Is The Answer

“If we love as Christ loved, if we truly follow the path He practiced and preached, there is a chance for us to avoid the echoing tragedies of history and the seemingly unavoidable fatal flaws of man.”

Defining “Gender Identity”

From SB 296

105 (k) "Gender identity" has the meaning provided in the
Diagnostic and Statistical

106 Manual (DSM-5). A person's gender identity can be shown by
providing evidence, including,

107 but not limited to, medical history, care or treatment of the
gender identity, consistent and

108 uniform assertion of the gender identity, or other evidence
that the gender identity is sincerely

109 held, part of a person's core identity, and not being asserted
for an improper purpose.

DSM-5 Definition

For a person to be diagnosed with gender dysphoria, there must be a marked difference between the individual's expressed/experienced gender and the gender others would assign him or her, and it must continue for at least six months.

This condition causes clinically significant distress or impairment in social, occupational, or other important areas of functioning.

Gender dysphoria is manifested in a variety of ways, including strong desires to be treated as the other gender or to be rid of one's sex characteristics, or a strong conviction that one has feelings and reactions typical of the other gender.

The DSM-5 diagnosis adds a post-transition specifier for people who are living full-time as the desired gender (with or without legal sanction of the gender change). This ensures treatment access for individuals who continue to undergo hormone therapy, related surgery, or psychotherapy or counseling to support their gender transition.

Gender dysphoria will have its own chapter in DSM-5 and will be separated from Sexual Dysfunctions and Paraphilic Disorders