

National  
Religious  
Broadcasters

9510 Technology Drive  
Manassas, Virginia 20110  
Phone: 703-330-7000  
Fax: 703-330-7100

Capitol Hill Office:  
603 Second Street, NE  
Washington, DC 20002  
Phone 202-543-0073  
Fax. 202-543-2649

[www.nrb.org](http://www.nrb.org)  
[info@nrb.org](mailto:info@nrb.org)

Christian  
Communicators  
Impacting  
the World



July 10, 2013

The Honorable Harry Reid  
United States Senate  
522 Hart Senate Office Bldg  
Washington, DC 20510

The Honorable Mitch McConnell  
United States Senate  
317 Russell Senate Office Building  
Washington, DC 20510

Dear Senator Reid and Senator McConnell,

As President and CEO of the National Religious Broadcasters (NRB), I write with concern that the Senate Health, Education, Labor, and Pensions (HELP) Committee has advanced *The Employment Non-Discrimination Act (S.815)*, commonly known as *ENDA*, without first addressing a significant constitutional problem with the bill. Specifically, *ENDA* in its current form does not adequately heed the First Amendment freedoms of religious organizations.

In June 2012, the Senate HELP Committee invited Craig Parshall, NRB Senior Vice President and General Counsel, to testify in its hearing about *ENDA*. In his testimony, Mr. Parshall outlined NRB's religious freedom concerns with *ENDA*:

We oppose [*ENDA*] because... (1) it generally illustrates the kind of unaccommodating approach to religious organizations that was recently rejected by a unanimous decision of the Supreme Court; (2) the insufficient "religious exemption" provisions of this bill would permit a substantial and unconstitutional burden to be placed on religious organizations; and (3) court decisions dealing with "gender identity" type employment discrimination claims indicate that a legal remedy is already available for such claims under existing Title VII law, also subsuming within them numerous "sexual orientation" claims as well.

When *ENDA* was re-introduced earlier this year, it contained the same convoluted and ineffective “religious exemption” as in the last Congress.

A right engraved in the Constitution, in the very First Amendment, must not be treated lightly. Ambiguity regarding the rights of religious organizations is likely to stir litigation and to put a chill on one of our nation’s keystone liberties. I urge you not to advance *ENDA* given this concern.

Thank you for your consideration and your leadership in the U.S. Senate.

Respectfully,

A handwritten signature in blue ink, appearing to read "Frank Wright", with a long, sweeping horizontal line extending to the right.

Frank Wright, Ph.D.  
President & CEO