

Dear Legislators:

As one of Ohio’s leading businesses, _____ is delighted to join with 28 of your colleagues and two-thirds of Ohioans in seeking your support of SB 305 and HB 502. These measures quite simply do what’s right by assuring the constitutional rights of everyone in our state when it comes to employment, housing and public accommodation—a positive step for our economy and for our state.

Our company adopted a non-discrimination policy that clearly demonstrates our commitment to fairness to our _____ employees. This policy has been a positive force for our staff. It has not added any financial burden to our organization nor has it increased our costs for fighting frivolous claims or lawsuits. Rather, it has been good for our bottom line, helping us attract and retain the best talent and ensuring that our gay, lesbian, bisexual and transgender employees feel equally protected and respected.

We know how critical a skilled, talented and adaptable workforce is to successful competition in a 21st century global economy. As Gallup research tells us, the United States outperformed every other world power economically in the latter half of the 20th century—despite all predictions to the contrary—primarily because of the work of 1,000 innovators or “stars” who help drive major economic growth.

Ohio has long been blessed with inventive people and a hard-working, dedicated, skilled talent pool. At a minimum, our state laws should not act as a disincentive when it comes to recruiting and keeping innovative people. Yet, right now in Ohio, someone can be fired from a job or denied housing solely because of his or her sexual orientation or gender identity.

We prohibit discrimination based upon age, gender, race, religion, ethnicity, national origin and disability. It makes sense to level the playing field for everyone, just as has already been done in twenty states and the District of Columbia, 433 of America’s Fortune 500 companies and 11 of Ohio’s 13 public four-year universities.

Currently, Ohio has a patchwork of sixteen local nondiscrimination ordinances. SB 305 and HB 502 would provide a consistent set of employment rights for all Ohioans and would not add additional regulatory burdens or create excessive costs to taxpayers. In fact, these bills will assist businesses that currently operate in municipalities that outlaw discrimination by providing consistent and clear direction for implementation of these policies.

The fairness and simplicity of this bill is one of its most compelling features. The bill does not mandate affirmative action or set new reporting requirements, and imposes no regulation. It does not compel employers to grant spousal benefits. And, as a GAO study of other states with similar laws demonstrates, it will not have spur measurable increases in discrimination claims.

Join our company and companies across Ohio, including Nationwide Insurance and Huntington Bank. Support SB 305 and HB 502.

Sincerely,

Name and title

Phone

Affiliation (*for identification purposes only*)

Email

Address

Please add my business to the official list of corporate endorsers

City, State ZIP