



**Sub H.B. 369 Proponent Testimony**  
**Ohio House of Representatives Civil Justice Committee**  
**November 19, 2020**  
**Stephanie Keinath, Vice President**  
**Dayton Area Chamber of Commerce**

Chairman Hambley, Vice Chair Patton, Ranking Member Brown and members of the Ohio House of Representatives Civil Justice Committee, my name is Stephanie Keinath and I'm the Vice President of the Dayton Area Chamber of Commerce. I appreciate the opportunity to provide written testimony in support of Sub H.B. 369 today. As the leading voice of business in the Dayton region, the Dayton Area Chamber of Commerce represents over 2200 members across nine counties in southwest Ohio. For our members, and the business community as a whole, Ohio's economic competitiveness is contingent on the ability to attract and retain a talented workforce.

Sub H.B 369 will prohibit discrimination based on sexual orientation or gender identity and expression in Ohio. For Ohio's employer community, passing this legislation will better position them to recruit talent from across the country, and for Ohio's LGBTQ workforce, SUB H.B 369 will provide explicit protections against workplace discrimination and increase the likelihood that they remain working in, and contributing to, Ohio's economy.

The urgency for the passage of sub H.B. 369 was made apparent this summer with the U.S. Supreme Court decision, *Bostock v. Clayton County, Georgia*. In this decision the high court ruled that, "it is impossible to discriminate against a person for being homosexual or transgender without discriminating against that individual based on sex. Justice Gorsuch, in the majority opinion, went on to point out that, "in Title VII of the Civil Rights Act of 1964, Congress adopted broad language making it illegal for an employer to rely on an employee's sex when deciding to fire that employee....We do not hesitate to recognize today a necessary consequence of that legislative choice: An employer who fires an individual merely for being gay or transgender defies the law."



**Sub H.B. 369 Proponent Testimony**  
**Ohio House of Representatives Civil Justice Committee**  
**November 19, 2020**  
**Stephanie Keinath, Vice President**  
**Dayton Area Chamber of Commerce**

The result of this Supreme Court ruling is that employers in Ohio, along with the 24 other states without explicit protections against workplace discrimination based on sexual orientation and gender identity, are now vulnerable to lawsuits filed in federal court. Providing consistency between state and federal employment law is critical for our employers in Ohio, and the passage of Sub HB 369 would immediately address those concerns.

We urge you pass Sub H.B. 369 and strongly believe that it will make Ohio competitive and better positioned to attract new companies & investments. We look forward to working with you to ensure that our economy emerges from the Covid-19 crisis stronger and that Ohio's employers are able to attract and retain the talent that is needed to ensure continued growth in the future. Thank you for the opportunity to provide testimony in support of Sub H.B. 369 today.