

CHRISTIAN EMPLOYERS ALLIANCE NEWS RELEASE

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Christian Employers Challenge Two Biden Administration Gender-Transition Mandates

ARLINGTON, VA — On behalf of the Christian Employers Alliance (CEA), the Alliance Defending Freedom (ADF) legal team [filed suit](#) in federal court Monday to challenge two mandates imposed by the Biden Administration, which force for-profit and nonprofit religious employers and providers to either pay for or perform gender-transition surgeries, procedures, counseling, or other treatments — all of which are in direct violation of their deeply-held religious beliefs. ADF attorneys also filed a [motion](#) Tuesday asking the court to immediately halt enforcement of these mandates.

ADF's lawsuit, [Christian Employers Alliance v. Equal Employment Opportunity Commission](#) (*CEA v. EEOC*), makes clear that the EEOC — which exists to enforce federal workplace laws, guidelines, and regulations — is both misinterpreting and improperly enforcing Title VII's definition of sex-based discrimination. As such, the EEOC is compelling religious employers and providers to provide and pay for health insurance coverage for gender transition surgeries, treatments, and more. *CEA v. EEOC* also challenges a similar mandate being enforced by the U.S. Department of Health and Human Services (HHS), due to its reinterpretation of "sex" to include gender identity. In doing so, the agency is forcing religious healthcare providers to either physically perform, facilitate, or promote gender transition surgeries and procedures that are contrary to their deeply held religious beliefs and expert medical judgment.

"Employers and entrepreneurs, like many Americans, are growing increasingly concerned by rising costs that can be blamed in part on oppressive government mandates. These gender transition mandates greatly exacerbate this problem by threatening religious employers with punishing fines, burdensome litigation costs, the loss of federal funds, and even criminal penalties," said CEA president Shannon Royce, J.D. "Additionally, the mandate creates a unique quagmire of concerns for religious healthcare providers by forcing them to speak positively about gender transition procedures even if they disagree with them."

"Members of the Christian Employers Alliance — like many Christian employers and entrepreneurs around the country — believe all human life is sacred ... divinely, beautifully, and immutably designed as either biologically male or female," Royce added. "As stewards of the health and safety of our valued employees, to be mandated to provide, pay for, or even promote procedures that directly contradict our deeply held religious beliefs is unconscionable and unconstitutional."

[Christian Employers Alliance](#) is a nonprofit organization whose mission is to unite, equip, and represent Christian-owned businesses to protect religious freedom and provide the opportunity for employees, businesses, and communities to flourish.

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