

CHRISTIAN EMPLOYERS ALLIANCE

January 16, 2025 – FOR IMMEDIATE RELEASE

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Christian Employers Alliance Files Litigation Challenging Two Biden Administration Mandates

Washington, DC — On Wednesday, the Christian Employers Alliance (CEA) filed litigation against the Biden administration challenging two Equal Employment Opportunity Commission (EEOC) mandates that threaten the rights of religious for-profit and nonprofit employers.

The first mandate improperly applies Title VII of the Civil Rights Act of 1964, forcing employers to support and facilitate employees' gender-transition efforts. This mandate threatens employers with large penalties if they do not use employees' self-selected pronouns based on gender identity, and if they do not allow males into female single-sex restrooms, locker, and lactation rooms.

Second, the EEOC twisted the Pregnant Workers Fairness Act (PWFA), a statute intended to protect pregnant mothers in the workplace, by seeking to impose a nationwide abortion mandate, forcing employers to promote and facilitate elective abortions, preventing employers from speaking their prolife beliefs, requiring employers to knowingly give employees special leave, including paid leave, to obtain abortions, and precluding nonprofit employers from enforcing life-affirming policies so that employees engage in conduct consistent with their mission and advocacy.

"Once again, the EEOC's latest mandates seek to threaten our Christian members' deeply held religious beliefs that humans are male or female and that human life begins at conception," said CEA President Margaret Luculano. "CEA has successfully prevailed in courts of law against this administration's overreach, and we look forward to doing so once again alongside our legal partners at Alliance Defending Freedom."

Full news releases, quotes, and related media resources are available at the following link:

<https://christianemployersalliance.org/news-media>

Case Name: [*Christian Employers Alliance v. U.S. Equal Employment Opportunity Commission II*](#)

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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