



WASHINGTON BUREAU · NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
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October 22, 2007

Members
US House of Representatives
Washington, DC 20515

via fax

RE: NAACP SUPPORT FOR H.R. 3685, THE EMPLOYMENT NON-DISCRIMINATION ACT, AND THE BALDWIN (WI) AMENDMENT

Dear Representative;

On behalf of the National Association for the Advancement of Colored People (NAACP), our nation's oldest, largest and most widely-recognized grassroots civil rights organization, I strongly urge you to support the *Employment Non-Discrimination Act* (ENDA) (H.R. 3685) as well as the amendment to be offered by Congresswoman Tammy Baldwin (WI) during floor consideration to include transgender people in those protected by the bill. Every American deserves to be judged on their merits and abilities and be allowed to contribute to society without facing unfair discrimination, and together this bill and this amendment will further allow our Nation to reach its full potential.

The *Employment Non-Discrimination Act* would allow people to pursue employment opportunities without fear of discrimination or reprisal based on who they are or who they are perceived to be. It is another weapon in our ongoing fight against bigotry and intolerance, in our country and in our hearts. We must accept and promote the diversity that makes this nation great. The fact that it is legal in 38 states to fire someone simply because of their perceived sexual orientation is wrong. ENDA does not call for quotas or preferences; furthermore, it provides for specific exemptions for the Armed Services and for religious schools and organizations. ENDA provides a balanced approach to a serious national problem.

Again, the NAACP urges strong support for the *Employment Non-Discrimination Act* on the House floor, as well as the Baldwin amendment to include transgender people under the protections offered by this legislation. Thank you in advance for your attention to the NAACP position. Should you have any questions or comments, please do not hesitate to contact me at my office at (202) 463-2940.

Sincerely,

Hilary O. Shelton
Director