

HOW WILL THE
Lincoln City Council
ORDINANCE

affect my | church?

hiring:

- A church cannot refuse to hire anyone on the basis of any sexual behavior such as adultery, premarital sex, homosexuality, bisexuality, cross-dressing, etc. This applies to any non-ministerial position including maintenance, janitorial, or administrative positions.
- A church cannot terminate an employee for a non-ministerial position if, after beginning employment, he/she begins to transition to the opposite gender or decides to engage in a non-marital sexual relationship with someone regardless of that person's sex.

workplace:

- That same church, after being forced to hire the individual, would be liable for creating a "hostile work environment" if a church member told the employee that his unrepentant sexual behavior is sinful and encouraged him to stop engaging in such conduct.
- A church cannot deny an employee a raise, promotion, advancement, or other "employment opportunity" because of his/her gender identity or any extra-marital sexual behavior with someone of either sex.

outreach:

(applies if church has a service or monetary contract with the city)

- A church that seeks to reach out to the community by allowing outside groups (e.g. boy scouts, AA, homeschool groups, voting precinct) to use their building cannot refuse access to a group supporting non-traditional sexual lifestyles.
- A church cannot refuse to host a same-sex couple's "commitment ceremony."
- If a church provides marriage counseling or seminars they cannot refuse to allow same-sex couples to participate.
- A church cannot prohibit a biological male who professes a female identity to access the woman's restroom.
- A church cannot refuse a membership application from someone who unrepentantly engages in extra-marital sexual behavior such as premarital sex, adultery, homosexuality, bisexuality, cross-dressing, etc.
- A church cannot require members to abide by a sexual ethics policy or revoke their membership if they do not comply.