

**Stephen Hoffman**

From: Fred Salek <fjsalek@aol.com>
Sent: Wednesday, May 4, 2022 7:45 PM
To: Irrchelp
Subject: Pennsylvania Human Relations Commission: Proposed Reg #52-13

CAUTION: **EXTERNAL SENDER** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

My comments on the proposed Regulation:

I am an attorney and mediator with 40 years' experience in Human Resources law.

I have found that unnecessarily detailed regulations are a significant source of litigation and division in our society. While it is an honorable goal to support the status of disfavored groups, government intervention often runs up against the law of unanticipated consequences. In the description of the subject regulation, the PHRC frequently suggests that the new regulation will not be controversial because it is based on pre-existing court decisions from other jurisdictions.

Of course, the opposite is true. The PHRC is addressing some very sensitive and difficult issues by imposing, from above, a solution which favors one group and requires all others to comply or face punishment. This is sure to lead to vigorous controversy and worse.

Why in the world should the government decide who uses which bathroom, or what constitutes a female for participation in interscholastic sports? All of these issues can be resolved by local authorities, who are closest to the voters and have the best chance of reaching an acceptable compromise.

And why does the PHRC require individuals to petition under the RFPA if their religious beliefs would be compromised by compliance with these new rules? The issue is squarely before you now. By failing to deal with you, you already put the burden on the person asserting the religious objection. This is not fair.

This proposal seems to have been put together in a hurry, in an adversarial manner, with input from only a very limited part of the social and political spectrum. It certainly is not the way to promote a "Beloved Community" in Pennsylvania.

Frederick Salek
450 Church Rd
Orrtanna PA 17353