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**From:** Jack Harbaugh  
**To:** HR, PHRC Regs Public Comment  
**Subject:** [External] Reject the proposed changes to sex discrimination  
**Date:** Monday, May 2, 2022 9:08:47 AM

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Dear PHRC,

I can't believe the rejection of reality has come to this. Sex IS male OR female as God the Creator has created us. (Gen. 1:27)  
To define this for you: Males have XY chromosomes and a penis. Females have only X chromosomes and a uterus. In Websters Seventh New Collegiate Dictionary Gender is defined as equivalent to Sex.

I ask that you reject the proposed regulations, #52-13, by the Pennsylvania Human Relations Commission that broaden the definition of sex.  
Pennsylvanians agree that everyone should be treated with respect. But rather than advancing that laudable goal, the proposed PHRC regulations add broad phrases to the definitions, which will have the effect of putting many good Pennsylvanians and ministries in legal jeopardy.

Similar laws in other states have been used to open up locker rooms based on gender identity rather than sex. Doctors and religious hospitals have been sued elsewhere for refusing to remove healthy organs from patients identifying with the opposite sex. Clearly no Pennsylvanian should be denied medical care based on class-status, but these proposed changes fail to distinguish between true class-based discrimination and the freedom of doctors to refuse harmful and often-regretted surgeries.

Likewise, laws like these can be used to force religious entities, including Christian schools, to hire those who do not agree with the religious entities' beliefs about human sexuality, marriage, and gender. This form of intolerance should be rejected here in Pennsylvania.

This type of major policy change that has significant ramifications should not be made by regulation but should instead be decided by duly-elected lawmakers in representation of the individuals, families, and communities they serve.

I respectfully ask that you reject this new proposal.

Sincerely,  
Jack Harbaugh  
288 Zarger Road  
Greencastle, PA 17225

**RECEIVED**

MAY 11 2022

Independent Regulatory  
Review Commission