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From: [Linda Dukes](#)
To: [HR, PHRC Regs Public Comment](#)
Subject: [External] Reject the proposed changes to sex discrimination
Date: Thursday, April 28, 2022 4:36:36 PM

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Dear PHRC,

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.

These laws do not protect all Americans, as our Constitution seeks to do. Instead they seek to protect a small minority of persistent people while harming those who have traditional values. Therefore, I respectfully ask that you reject this new proposal.

Sincerely,
Linda Dukes
3724 Little Mac Drive
Landisville, PA 17538

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**Independent Regulatory
Review Commission**