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From: [vicki zurbrick](#)
To: [HR, PHRC Regs Public Comment](#)
Subject: [External] Reject the proposed changes to sex discrimination
Date: Thursday, April 28, 2022 3:47:05 PM

MAY 11 2022

Independent Regulatory
Review Commission

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Dear PHRC,

PLEASE READ MY RESPONSE AT THE BOTTOM.

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.

I am also a substitute teacher in the public schools and I am a women's referee in both high school and collegiate level of women's lacrosse and field hockey. In the area of sports I played on the collegiate level and was thrilled when women got better access to funding and equality under title 9. I can not as a women compete with a man and his biological make up. Please don't take all that we have fought for away because of the cultural wars of today.

As a substitute I see kids wanting to be accepted and a lot of peer pressure to get on the cultural bandwagon. I believe there are a lot of mental health issues that aren't being addressed. I believe this cultural war on sexuality is leading to a higher suicide rate. These kids are depressed and searching for hope and we can't define anymore in our culture what is truth. What is right or wrong. What is a democrat. What is a republican. What is a family. I don't believe this legislation would be for the good of our next generation. Please don't go forward with this.

Thank you,
Vicki Zurbrick

Sincerely,
vicki zurbrick
11 kimberly court
lancaster, PA 17602