APPENDIX

Statements of Interest

The **National Association of Evangelicals** (NAE) is a nonprofit association of 40 evangelical Christian denominations, representing more than 45,000 churches, as well as evangelical schools, colleges, social service providers, mission organizations, evangelistic institutions, networks, and individuals. All humans have dignity because they are created male or female in the image of God. Marriage is instituted by God to be the union of one man and one woman, and sexual intimacy is to be enjoyed within marriage. Religious freedom is a gift of God and vital to the flourishing of all people and nations. No one should be subjected to unjust discrimination, whether on the bases of religion, sex, sexual orientation, or gender identity.

Church Of God In Christ, Inc. is the largest African-American denomination and the fifth largest Protestant religious denomination in the United States, with over 12,000 churches in 90 countries worldwide. The Church seeks to protect the religious freedoms of its members and all Americans.

The **American Islamic Congress** serves both Muslims and non-Muslims by promoting civil and human rights, including religious freedom. Its programs have reached tens of thousands of people in 40 U.S. states and across the globe. It recognizes that American Muslims have prospered under this country's tradition of religious tolerance, and that American Muslims

must champion and protect such tolerance for people of all faiths.

The Church of Jesus Christ of Latter-day Saints is a Christian denomination with over 16 million members worldwide. Religious liberty is an essential Church doctrine: "We claim the privilege of worshipping Almighty God according to the dictates of our own conscience, and allow all men the same privilege, let them worship how, where, or what they may." Art. of Faith 11. And we believe that governments and courts should protect "all citizens in the free exercise of their religious belief." Doctrine and Covenants 134:4. The Church has religious employment standards that reflect its doctrine and that are essential to accomplishing its religious mission. Those standards are implicated in these cases. The Church joins other faith groups on this brief to preserve and strengthen the freedom of religious organizations to employ persons who uphold and live their religion. The Church also supports state and federal legislative efforts that seek to simultaneously preserve religious freedom and protect LGBT people from unjust discrimination, thereby fostering greater fairness for all.

General Conference of Seventh-day Adventists is the highest administrative level of the Seventh-day Adventist Church and represents more than 154,000 congregations with more than 21 million members worldwide, including 6,300 congregations and more than 1.2 million members in the United States. In the United States, the work of the church is divided between 51 conferences, eight union of

conferences, the North American Division and finally the General Conference itself.

The General Conference of Seventh-day Adventists believes that every human being, regardless of their beliefs or choices, is created in the image of God and thus deserves to be treated with dignity and respect. We recognize LGBT individuals often suffer unjust discrimination and are in need of legal protection but have a strong interest in making sure such protections are extended with the appropriate balancing of interests.

Agudath Israel of America ("Agudath Israel"), founded in 1922, is a national grassroots Orthodox Jewish organization. Agudath Israel articulates and advances the position of the Orthodox Jewish community on a broad range of legal issues affecting religious rights and liberties in the United States. Agudath Israel intervenes at all levels of government—federal, state, and local; legislative, administrative, and judicial—to advocate and protect the interests of the Orthodox Jewish community in the United States in particular, and religious liberty in general.

The **Lutheran Church—Missouri Synod** ("the Synod") has more than 6,000 member congregations with 2 million baptized members throughout the United States. In addition to numerous Synodwide related entities, it has two seminaries, nine universities, the largest Protestant parochial school system in America, and hundreds of recognized service organizations operating all manner of charitable nonprofit

corporations throughout the country. The Synod steadfastly adheres to orthodox Lutheran theology and practice, and fully supports and promotes religious liberty and all First Amendment protections, including the right of religious organizations to control the make-up of their workforces in achieving their missions and promoting their beliefs.

Christian Legal Society ("CLS") is an association of Christian attorneys, law professors, and law students dedicated to the defense of religious freedom for all persons. From its inception, CLS's Center for Law and Religious Freedom has fought to protect the religious exercise and free speech rights of all. For example, CLS was instrumental in passage of the federal Equal Access Act of 1984, which protects the right of both religious and LGBT student groups to meet on public secondary school campuses.

For decades, CLS has worked to preserve religious organizations' autonomy, including their right to hire in alignment with their religious mission and message. To that end, CLS has advocated for a robust interpretation of Title VII's protections of religious employers. CLS has been equally active in ensuring vigorous enforcement of Title VII's protection of religious employees, particularly persons belonging to minority faiths. CLS joins this brief because of the importance of this case to the right of religious employers to continue to choose employees who agree with their religious mission and message.

The **Jewish Coalition for Religious Liberty** is an association of American Jews concerned with the

current state of religious liberty jurisprudence. The Coalition aims to protect the ability of all Americans to freely practice their faith and foster cooperation between Jews and other faith communities. To that end, the Coalition has submitted amicus briefs in this Court and the lower federal courts, written op-eds, and established an extensive volunteer network to spur public statements and action on religious liberty issues by Jewish communal leadership.

The **Orthodox Church in America** was established in the Aleutian Islands and Alaska in the 1790s as a missionary initiative of the Russian Orthodox Church. Today the Church is the religious home of thousands of Orthodox Christians worshiping in temples across the country, and was granted independence from the Russian Church in 1970. The Orthodox Church in America rejoices in the strong value of religious freedom which is one of the hallmarks of American democracy and it is committed to the effort to ensure full enjoyment of that fundamental freedom.

The Christian and Missionary Alliance is a U.S. evangelical Christian denomination with approximately 500,000 participants. Included in the denomination are over 2,000 churches, four colleges, two seminaries, three retirement communities, and over 20 camps. In all these religious organizations our ability to hire employees based on shared religious beliefs and practices is vital to fulfillment of our mission. The Court's ruling in the present case could dramatically impact our ability to carry out our deeply held religious beliefs.