



Guidance for Religious Nonprofits

PRACTICAL LEGAL STEPS TO ADDRESS SAME-SEX DEVELOPMENTS
AND RELATED NONDISCRIMINATION LAWS



Today's Webinar

Legal areas with practical implications for religious non-profit organizations

- Legal developments
- Practical steps to implement
- Additional religious freedom policy considerations



Resources

Religious Non-Profit Guidance White Paper

www.religiouslibertyguidance.org

Questions?

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Technical Difficulties

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Our Speakers



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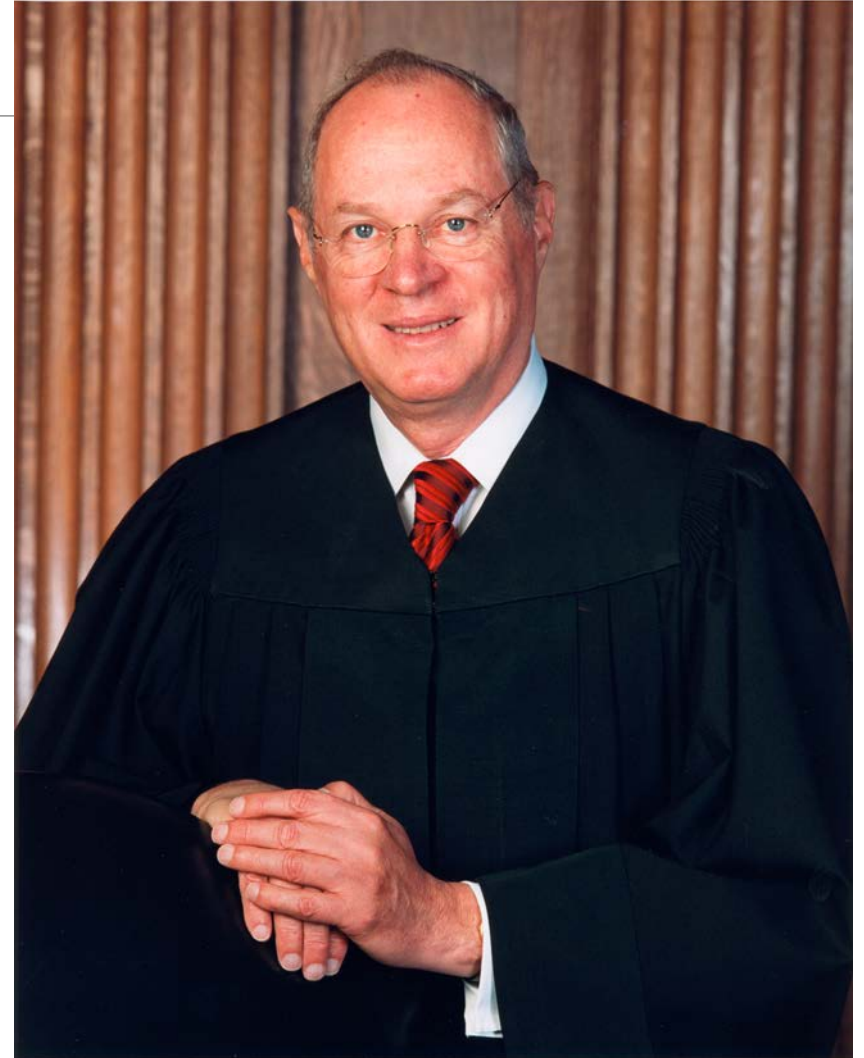


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Obergefell: Redefining Marriage

In 2015, Justice Kennedy wrote the majority opinion redefining marriage to include same-sex couples.

“Dignity,” “Liberty,” “Autonomy,”
“Intimacy,” and “Self-definition”





The *Obergefell* Dissents

“Respect for sincere religious conviction has led voters and legislators in every State that has adopted same-sex marriage democratically to include accommodations for religious practice. [This Court’s] decision imposing same-sex marriage cannot, of course, create any such accommodations.”



The *Obergefell* Oral Argument



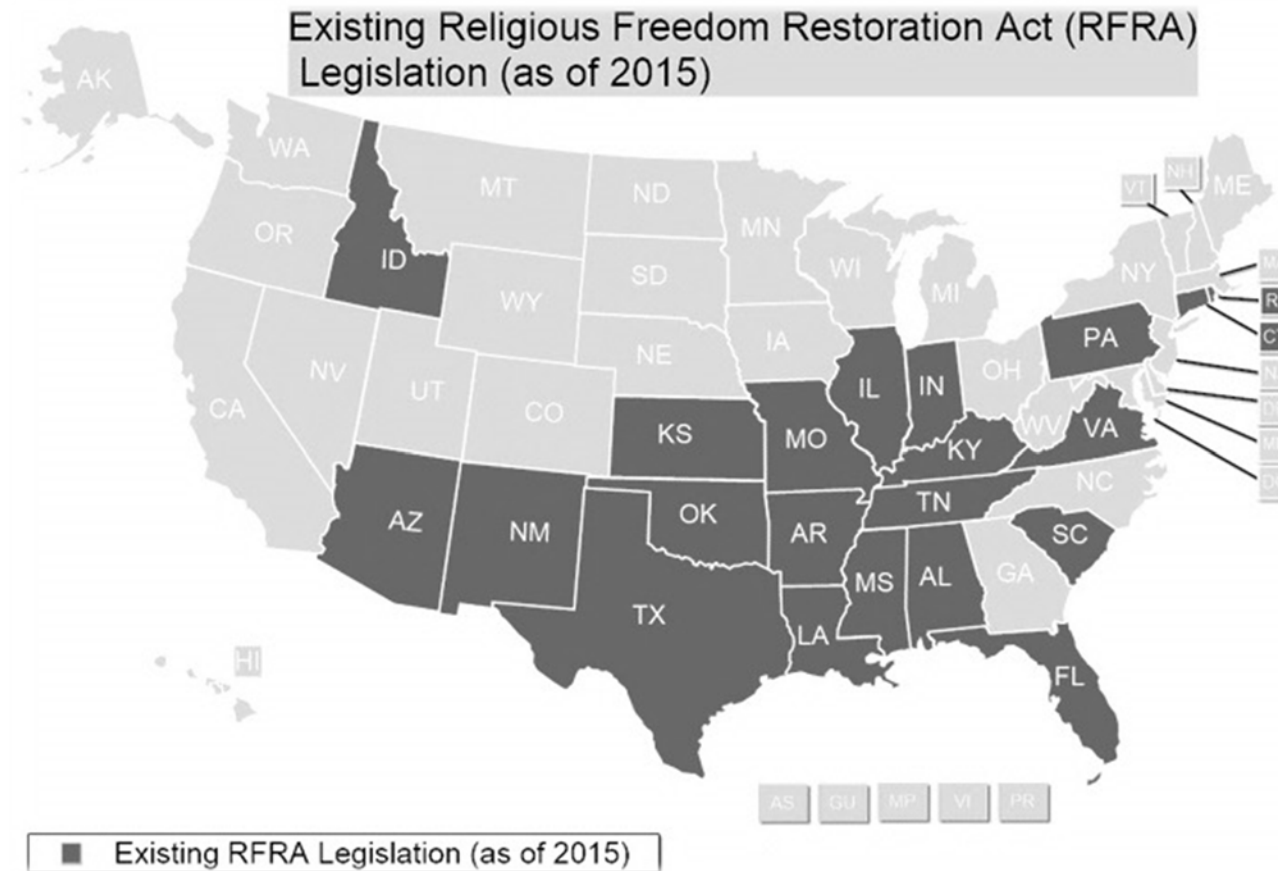


Religious Freedom Restoration Act





RFRA States





Religious Employment Exemptions

- Title VII
- *Hosanna-Tabor* Decision



State and Local SOGI Protections



- 22 states include sexual orientation as protected class in state nondiscrimination laws (17 of these states also include gender identity).
- 28 States do not protect SOGI, but localities may.

Photo Credit: Movement Advancement Project

www.lgbtmap.org



Practical Steps

1. **Adopt** thoughtful, detailed theological statements.
2. **Determine** the religious standards necessary to exercise these beliefs.
3. **Document** these standards in applicable organizational documents/policies.
4. **Train** staff and volunteers to **apply** policies consistently.
5. **Obtain** legal counsel.

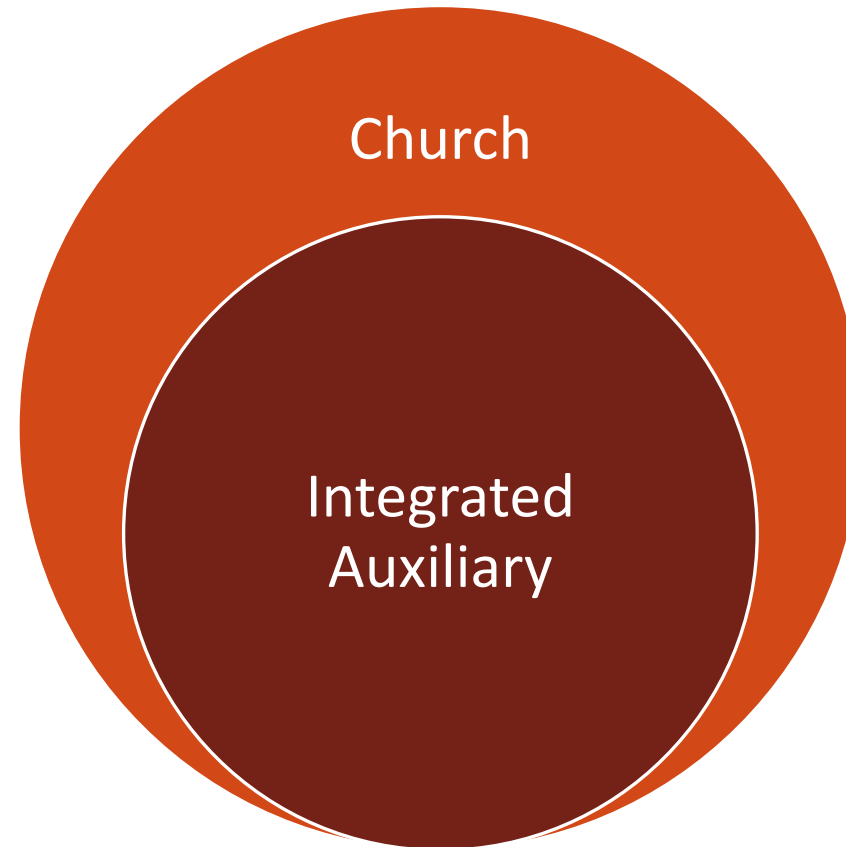


Q: How is your ministry marked as a Christian organization?

- † Corporate documents
- † Worker policies
- † Program activities
- † Facility usage
- † Related ministries



Church & Integrated Auxiliary Status





Your Activities and Use of Your Facilities



Corporate Governance

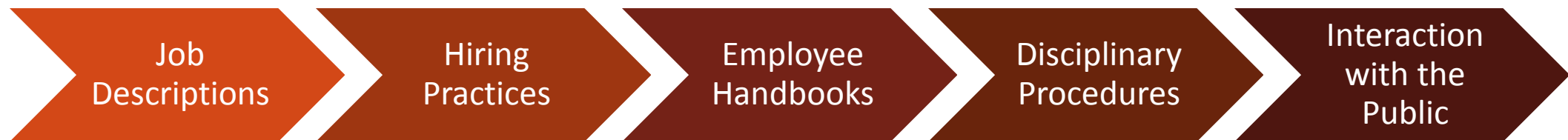


- Implement religious language into corporate and governing documents.
- Incorporate sincerely-held religious beliefs.



Employment

Ensure that **ALL** employment practices and procedures display the organization's religious nature!





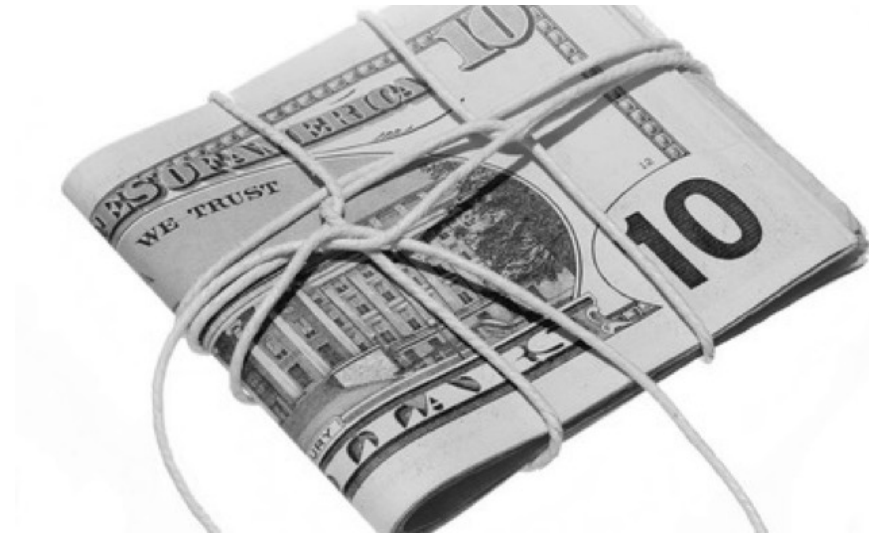
Government Grants and Contracts



READ THE FINE PRINT!

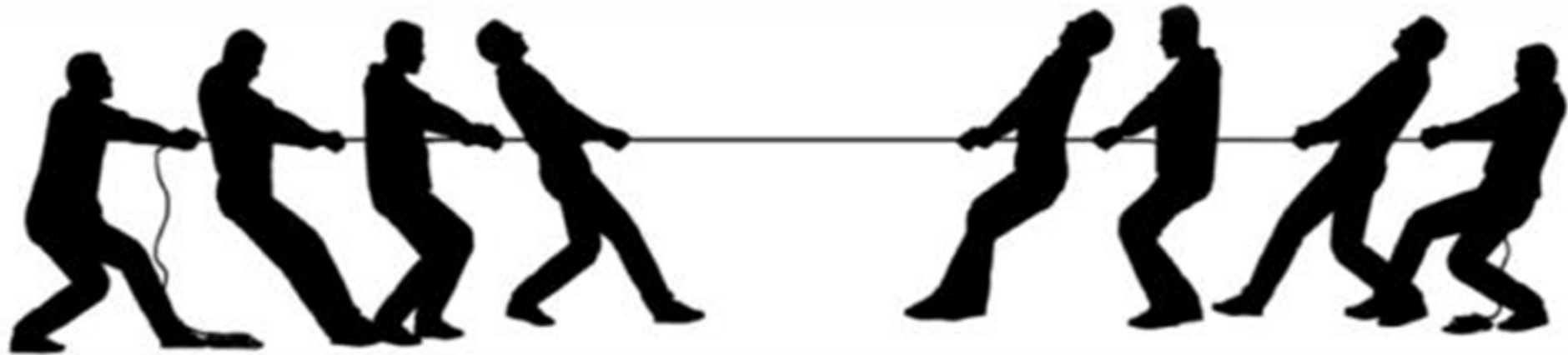


Major Donors – More Strings?





Additional Policy Considerations

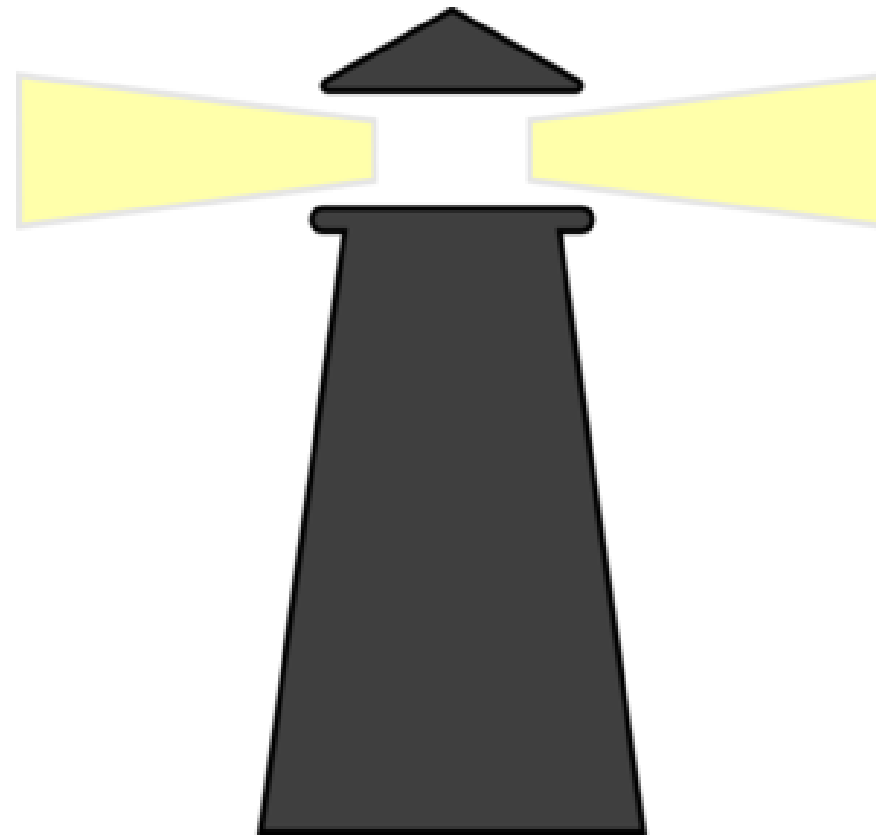




- Continued tax-exempt status
- Public perception
- Political involvement



Be A Lighthouse





Q & A



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Q & A

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ALL INFORMATION, INCLUDING A RECORDING OF THIS WEBINAR, CAN BE FOUND
HERE:

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WWW.RELIGIOUSLIBERTYGUIDANCE.ORG

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