



CALL TO ACTION: URGE LEGISLATORS TO PASS ENDA NOW!

April 20, 2010

The National Coalition of Anti-Violence Programs (NCAVP) encourages its members and allies to ask legislators to pass the Employment Non-Discrimination Act (ENDA) in this Congressional session. The thirty-nine anti-violence programs of NCAVP know that many lesbian, gay, bisexual, transgender, and queer (LGBTQ) people face prejudice and violence because of their identities, and that the workplace is a primary setting where this discrimination occurs. Anti-LGBTQ workplace discrimination can include verbal harassment, threats, stalking, and physical and sexual violence. Some forms of workplace discrimination are legal in many states, including firing or not hiring someone because of their sexual orientation or gender identity.

The current legal climate not only fails to address workplace discrimination and harassment, but also supports an overall culture of violence and discrimination against LGBTQ individuals. This often results in LGBTQ survivors not reporting or seeking services when they experience domestic violence or bias incidents because they fear that being out about their identities could be grounds for termination. State-sanctioned workplace discrimination against LGBTQ people promotes prejudice and violence and passing the Employment Non-Discrimination Act would help create safety for LGBTQ employees. As a member of the United ENDA coalition, NCAVP calls on Congress to respect the rights of LGBTQ people to safety in the workplace by introducing and passing ENDA without delay.

Please call the Congressional switchboard at (202) 224-3121 to speak to your U.S. Representative and Senators and let them know that ENDA can't wait. You can also find direct email and telephone information at the [Congressional Directory](#).

The National Coalition of Anti-Violence Programs (NCAVP) addresses the pervasive problem of violence committed against and within the lesbian, gay, bisexual, transgender and queer (LGBTQ) and HIV-affected communities. NCAVP is a coalition of programs that document and advocate for victims and survivors of anti-LGBTQ and anti-HIV/AIDS violence/harassment, domestic violence, sexual assault, police misconduct and other forms of victimization. Further, NCAVP supports existing anti-violence organizations and emerging local programs in their efforts to document and prevent such violence. NCAVP is a program of the New York City Anti-Violence Project.