

because there have been people in positions of power throughout history who were able to make sure that those attitudes did not hold sway because they themselves were gay. Why is it that we will talk about democracy and justice and fairness and say that we should not discriminate while at the same time discriminating against others? That is not right and this bill would seek to correct it. Let me tell you what the bill does. First of all, it applies only to employers who have 15 or more employees. Because some religious groups came in when the bill, under the name, under the number 395, was offered a couple of years ago, this exemption was placed in LB 21. It is found on page 33, starting in line 5. Provisions of the Nebraska Fair Employment Practice Act which prohibit discrimination based on sexual orientation shall not apply to any bona fide religious organization, which organization shall include any religious organization, association or society or any nonprofit institution or organization operated, supervised or controlled by or in conjunction with a religious organization, association or society. Some people had talked about the fear that if this bill were enacted, quotas would be required, but beginning in line 12, on page 33, is this language. Nothing in the Nebraska Fair Employment Practice Act shall be construed to authorize...

PRESIDENT ROBAK: One minute.

SENATOR CHAMBERS: ...or permit the use of numerical goals or quotas or other types of affirmative action programs with respect to sexual orientation in the administration or enforcement of such act. If you look at the material that I handed out to you, you'll notice an interesting thing at the bottom of the page. This information was brought to us at the hearing and it says the Nebraska Catholic Conference consists of the Grand Island, Lincoln and Omaha diocese. Because of a lack of unanimity among the diocese, dioceses, the Nebraska Catholic Conference officially takes no position on this legislation and it gives the name of a person in the Chancellor's Office whom you could call if you had questions. There is a lot of difficulty that people who call themselves moral have when time comes to confront this issue.

PRESIDENT ROBAK: Time. Thank you, Senator Chambers. Senator Schimek, your light is next.

SENATOR SCHIMEK: Yes, thank you. Madam President, members of the body, I've been in my office meeting with some people and