

agencies associated with them. So, for the record, I will read that. And also, on this page, is an explicit statement that no quotas or hiring goals would be required to be sought as a result of this language, but I'm going to read you precisely what would be contained in the amendment. 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. Then here is the portion dealing with the quotas. Nothing in the Nebraska Fair Employment Practice Act shall be construed to authorize 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. Those are the basic principles of this amendment. If you would look at the committee statement on LB 21, you will see that people came and spoke in support of this bill. A few people who are gay and lesbian did appear and did speak. But there were others who were afraid to speak because of the deleterious effects that such coming out would have upon them in terms of their personal life, their professional life, their business relationships and even their employment. My belief is that every individual deserves the right to earn an honest living. If there is anything in the work force which prevents such a person from earning an honest living simply and exclusively because of sexual orientation, that is a reprehensible practice, it is unfair and it violates, in my opinion, every moral and civilized law. If we were to push the attitude of some employers to the nth degree and say that every employer in the state would refuse to employ a person because of his or her sexual orientation, history of such orientation or association with such orientation, there would be conceivably no way for such people to earn a living in this state. If they cannot earn a living, they would be pushed to do things that are considered illegal and unlawful and I think that should not occur. I had stated that because I have become convinced that this kind of discrimination is insidious, that it is vicious and that it should not exist in this state, that this is one of those issues which I am going to have to fight to bring to fruition in terms of prohibiting such discrimination. I know that in a state as archly conservative or reactionary as Nebraska is with respect to such items as this that some time is going to be taken not