

# Equality is Good Business

The overwhelming majority of America's leading businesses have already started addressing workplace fairness for lesbian, gay, bisexual, transgender and queer (LGBTQ) employees. But we still need a federal standard that treats all employees the same.

The **Business Coalition for the Equality Act** is a group of leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law.

The Equality Act creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment ensuring that LGBTQ employees are hired, fired, and promoted based on their performance. In addition, the bill provides protections from discrimination for LGBTQ people in housing, credit, and jury service. The bill would also prohibit discrimination in public accommodations and federal funding on the basis of sex, sexual orientation, and gender identity.

Equality Is Good Business. You can join this movement among successful businesses. Support the Equality Act by signing this form and sending it to the HRC Workplace Equality Program by e-mail to [workplace@hrc.org](mailto:workplace@hrc.org).

Pioneer Natural Resources

Name of business **supports fairness in the workplace. We support the Equality Act.**

/s/

06/30/2020

Signature of authorized representative

Date

Scott Sheffield, CEO of Pioneer Natural Resources

Name, title of authorized representative

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