

Letter 23

From: [REDACTED]
To: [ETF SMB GIB Feedback](#)
Subject: Re: Discrimination based on "Gender Identity" IS Discrimination based on "Sex"
Date: Friday, December 30, 2016 2:24:36 PM

Dear ETF Board,

It has come to the attention of the Wisconsin University Union Executive Board that the ETF board is considering a proposal that will promote discrimination based on sex in violation of state and federal law.

Several matters are of concern. First and foremost, the ETF proposal the board is considering has been written by a group of people (or an individual) who have (or has) failed to do their research. The proposal inadequately addresses Title VII statutes and fails to understand Title IX statutes. It additionally fails to adequately research existing state law in the State of Wisconsin, referring only to GIB law, but not to other legal precedents set within the State of Wisconsin, regarding employment discrimination, state ID's and sexing of individuals for state record purposes.

Transgender status is based on the simple fact that one is acting in a way that is not their biologically assigned gender at birth. Wisconsin law protects the right of the individual to change their assigned gender on driver's licences and on state ID documents.

In other words, existing Wisconsin State law is already in accordance with the DOJ ruling.

The proposal acts in blatant violation of State of Wisconsin Law because it seeks to extend state law into the realm of individual rights in an unlawful fashion based upon the whims of state officials, their preconditioned religious biases, and inherent social biases that would only serve to promote discrimination based on sex.

The subtle underpinning that the wording "sex" is "biological," in the end, represents nothing more than the proposals attempt to assert a subtly "scientific" basis for discrimination based upon the assigned sex of the individual.

As I work with members of the Executive Board of Wisconsin University Union, a union that has a significant number of state employees, please do not hesitate to contact me with any further communication or questions.

Sincerely,

William B Noseworthy

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William B. Noseworthy

Executive Director
Wisconsin University Union

Lecturer, Department of Religious Studies & Anthropology
University of Wisconsin-Oshkosh

Teaching Assistant-Senior & PhD, candidate
Department of History
University of Wisconsin-Madison