

# Richard L. Robb

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Chairwoman Baker and Members of the Senate Labor and Industry Committee

Dear Honorable Members,

Pennsylvania is already a tolerant place, where religious camps with various views of marriage and sexuality are able to hire employees that agree with and live according to those beliefs. Passing SB 1306 as proposed would pick favored governmental positions on these issues, and would have harmful consequences for religiously motivated organizations such as ours.

We operate two Christian camps, Rock Mountain Bible Camp and Arrowhead Bible Camp, both in Susquehanna County. The staff members we hire, both year round and seasonal, are extremely instrumental in us fulfilling our religious mission. It is imperative that each staff member, no matter the role they fill, be in agreement with our beliefs and live their lives consistent with the religious beliefs of our agency.

In the camp setting, Biblical truths taught must be reinforced and modeled by counselors, leadership, program, and support staff for the greatest impact in the lives of our campers, retreat participants, and even other employees. In order to have a staff that effectively does so requires us to be able to hire people who share the organization's religious beliefs and strive to live consistent with them; in this case, specifically our beliefs related to sexuality and marriage.

Additionally, it would be inconsistent with the organization's mission to permit male employees to use locker rooms, shower facilities and bathrooms designated for women, or women to use those designated for men. Yet, SB 1306 would require us to permit employees to use private places designated for the opposite sex. I urge this committee to vote no on HB 1306 due to violations of conscience and privacy that this bill would cause.

Respectfully,



Richard L. Robb  
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