

From Mayor Jim Ellison  
PO Box 1182  
Royal Oak, MI 48068

Dear Friend,

I have been proud to serve as Mayor of Royal Oak since 2003. With your support we have worked hard to build a city where business thrives, our schools are strong, and our neighborhoods are friendly. It was in that spirit that I voted in favor of the human rights ordinance—now called Proposal A—and I hope you will join me in voting “For the Ordinance”.

There has been a significant amount of misinformation regarding the ordinance, so I am now reaching out to voters to encourage them to know the truth about the ordinance. As people learn more about the ordinance, they understand why we were overwhelmingly in favor of it.

**1.) Proposal A is About Fairness and Equality**

Proposal A simply adds gay and transgender people to the nondiscrimination protections that already exist in the city. No one should be fired from their job or kicked out of their home just because of who they are or who they love. Proposal A puts this common sense idea into the laws of our city.

**2.) Proposal A is Constitutional and Proven to Work**

There has been misinformed talked about Proposal A. 27 other cities in Michigan, hundreds of other cities across the country, and nearly 30 states have similar laws to Proposal A. These laws have passed constitutional muster. In fact, recent Supreme Court rulings have said that gay and transgender people are entitled to equal protection under the law, laws like Proposal A.

**3.) Proposal A Protects Privacy**

Proposal A does not alter laws related to privacy and sex-segregated facilities. Opponents of the ordinance are assuming voters don't know much about transgender people or the specific, medical treatment they undergo. Over 80% of Fortune 500 companies support transgender people in the workplace while protecting privacy rights, and Proposal A does, too.

**4.) Proposal A Protects Religious Freedom**

Royal Oak has deep respect for religious freedom, a right guaranteed in our first amendment. Thoughtfully written and modeled after other similar ordinances that protect religious freedom, Proposal A allows individuals to maintain their religious beliefs and exempts religious institutions.

**5.) Proposal A Prohibits Discriminatory Behavior**

Opponents have taken to highlighting the terms “actual or perceived”. These terms mean the ordinance applies if a person chooses to discriminate against a person because they “perceive” the victim is gay or transgender, regardless if the victim “actually” is gay or transgender. For example, this language covers the situation where an employer fired a person because the employer thought the employee was gay, but the employee was actually straight. However, if the employee filed a complaint under the ordinance, it would have to be accompanied by evidence.

**6.) Proposal A is Good for Business**

35 Royal Oak businesses came out in favor of Proposal A because Proposal A is good for business. However, if Proposal A loses it will send a message that our city does not believe in treating all people equally and could cost us jobs and tourism dollars.

We have an important choice to make November 5. I hope you will join me in voting FOR the Ordinance—vote FOR Proposal A.

Sincerely,

  
Mayor Jim Ellison

P.S. You can read a full copy of the ordinance for yourself at [www.OneRoyalOak.com](http://www.OneRoyalOak.com)

Paid for by One Royal Oak with regulated funds.

