

Supreme Court Rules “Sex” Discrimination Includes Sexual Orientation

In a 6–3 decision issued yesterday, the United States Supreme Court ruled the term *sex* under Title VII of the Civil Rights Act of 1964 includes sexual orientation and gender identity, a significant expansion of the 56-year-old law. For churches that hold theologically conservative views of human sexuality, the outcome immediately elicited questions about what the decision means for them.

Attorney and senior editor Richard Hammar reviewed the 119-page opinion and wrote an [analysis assessing the implications](#). While nothing has changed with respect to the right of churches to hire and fire ministers, the outlook is less certain regarding nonministerial employees. Additionally, Hammar notes cautions leaders of church-run schools should keep in mind because of the Court’s decision.

Looking for more guidance on this topic? ChurchLawAndTax.com [members](#) can read more about how churches are affected by [Title VII](#) in the website’s Legal Library. Church Law & Tax [Advantage Members](#) also can read [five steps](#) they can take to solidify their employment practices in light of yesterday’s ruling.

Also this week:

- How your church should contemplate informing government officials and the congregation if someone comes to church and [later becomes ill](#) with COVID-19.
- The CARES Act’s Paycheck Protection Program continues to evolve—here’s how the [latest changes](#) by Congress may affect your church.
- How will you determine the best way to bring your church back under one roof? Find [timely resources and expert insights](#) to help you navigate the challenges.

The Lord bless you and keep you,



[Matthew Branaugh](#)

Editor, Content and Business Development, Church Law & Tax