

# EXAMPLES OF HARMS FROM HB 300

HB 300 adds sexual orientation and gender identity to Pennsylvania's nondiscrimination law for employment, housing and public accommodations. Under this law, Public Accommodations is a broad category that includes any public service or spaces open to the public, and applies to medical providers and hospitals, bathrooms and locker rooms, women's shelters, schools and more.

## Women's Sports

*Connection to HB 300: While the word "sports" is not explicitly mentioned in HB 300, public schools are public accommodations, after all, and non-discrimination based on gender identity would apply to schools. The entire Title IX argument on sports has focused on the claim that refusing males (who identify as females) participation in female sports is discrimination based on gender identity.*

Pennsylvania:

- [The Education Law Center](#) cites the Pennsylvania Human Relations Act as it argues that state laws (just like HB 300) mandate non-discrimination on the basis of gender identity – meaning that boys who identify as girls must be permitted to participate in girls' sports.

Connecticut:

- The [policy](#), which allows transgender athletes to compete with no restrictions, was put in place by the Connecticut Interscholastic Athletic Conference (CIAC) following the expansion of state anti-discrimination laws that prohibit discrimination on the basis of gender identity or expression. As a result, two trans-identifying male students were able to compete in girls' track and achieved success at regional and state competitions.

Washington State:

- [State anti-discrimination law](#) (schools): Chapter 28A.642 RCW prohibits discrimination in public schools based on "sexual orientation including gender expression or identity," which is defined by reference to the Washington Law Against Discrimination. This is the statutory foundation OSPI and WIAA rely on for gender-identity-based participation.

## Women's Shelters

*Connection to HB 300: Women's shelters are both public accommodations and housing, which are explicitly mentioned in HB 300.*

- From ACLU of California, an [FAQ](#) on women's shelters and discrimination based on their SOGI laws (just like HB 300), shows how it would open the door wide for men who identify as women.
- [Sex Offender Identified as Woman to Access Women's Shelter, Allegedly Raped a Female Resident, in Ontario](#)

- (Headline says rape, but the perpetrator was ultimately convicted of sexual assault, [details here.](#))
- “I am just here because I am hiding from the police,” said a long-term women’s shelter resident, who did not want his name used. “I just put on a skirt and paint my nails and walk in and they can’t say anything to me.” ([cited](#), another example)
- Shane Jacob Green, the offender is 6-foot-2 and 230 lbs and has [prior charges](#), including dragging a 15-year-old McDonalds employee into a bathroom stall and attacking her.
- Another, almost identical incident in Windsor [here](#).
- Woman Evicted From Domestic Violence Shelter After Expressing Concerns About Gender Self-ID.
  - In Canada, a woman who suffered from physical and sexual abuse, was sent to a women’s house, where she encountered two men. One was obviously a man, 6’ tall, and exposed himself to her. He was also verbally violent. When she expressed concerns, she was silenced. Next came a man who had bottom surgery and later expressed regret as he didn’t know all the side effects. He was mentally ill, blind in one eye, had the education of a 5th grader and was expected to comprehend the full repercussions explained in a pile of papers on the procedure. When she expressed concerns and how disturbing it was to be surrounded by the smell of rotting infections, she was silenced. Eventually she was kicked out because of her views.
  - “I was in a women’s only space. Women’s only spaces in Canada are now unisex. Most people don’t know or believe it,” Jane says, expressing some degree of disbelief at her own situation, “Women deserve better.... How are women supposed to heal from sexual violence when they are forced to pretend sex isn’t real?”
- Putting Men In Women’s Shelters Is Not The Way To Keep Either Sex Safe
  - “Nine homeless women filed a lawsuit in 2018 against Naomi House, a Fresno, California, women’s shelter where they sought refuge. Instead of providing safety, the shelter exposed them to further harm by allowing a man who claimed to be a woman (identified in court documents as “D.N.”) to sexually harass them during mandatory group shower time.
  - The lawsuit alleges: Naomi’s requires all women who stay to shower every night or risk being excluded from the shelter. Plaintiffs allege that D.N. was allowed to observe the women when they were required to undress in the open area, and that during shower times, D.N. would repeatedly make lewd and sexually inappropriate comments to some of the plaintiffs. D.N. would allegedly ‘stare and leer at plaintiffs while naked and make sexually harassing comments about their bodies,’ in addition to showing sexual pictures and/or videos of D.N., and making sexual advances on some of the plaintiffs.”
  - The Naomi House is hardly an isolated case of harm. In 2014, Christopher “Jessica” Hambrook was granted access to two separate women’s shelters. He raped a woman in each, and one of the women was disabled. A woman in a New York shelter was threatened by a trans-identified

male who was granted admission, and at a shelter in Oregon, women were similarly threatened and ignored.

## **Medical Field**

*Connection to HB 300: Doctors and hospitals are considered public accommodations*

- Woman identifying as a man was denied a hysterectomy at a Catholic hospital once they found out that she was only getting the surgery for gender purposes and not a pressing medical reason. The courts in CA ruled that she does have a right to sue the hospital. [Story here.](#) [More here.](#) She was still able to get a hysterectomy at another hospital.
  - In 2021, SCOTUS refused to hear the Catholic hospital's appeal after a CA court ruled in favor of Evan Minton, the woman who wanted a hysterectomy.
  - Minton appears to have worked in the CA legislature and is now a "policy advocate."
- [Christian Healthcare Centers \(Michigan nonprofit\) filed a lawsuit against AG.](#) Michigan's state civil rights law requires prescribing cross-sex hormones for so-called gender transition.

## **Bathrooms and Locker Rooms**

*Connection to HB 300: Bathrooms, locker rooms, and changing areas are affected by HB 300 because they are "the accommodations, advantages, facilities or privileges" of public accommodations, see section 955(i)(1), and the "terms, conditions or privileges" of employment, see section 955(a). Agencies in some states have interpreted the inclusion of gender identity to require access to privacy facilities based on gender identity. Remember, this is how we finally stopped race-based bathrooms.*

- [Testimony from ACLU of Pennsylvania in 2016](#) on similar legislation - "And **public accommodation protections** have long been at the center of our country's history of civil rights struggles, including lunch counters, hotels, public swimming pools, **restrooms**, and transportation centers because equal access to these kinds of public spaces is a predicate for full participation in public life."
- In 2006 Washington State added gender identity to its nondiscrimination law. In 2015, the Washington State Human Rights Commission promulgated regulations to interpret that law to open up privacy facilities on the basis of gender identity rather than sex.
  - "[Washington State Human Rights Commission \(HRC\) adopted new rules requiring that individuals be allowed to use gender-segregated facilities, such as restrooms, locker rooms, dressing rooms,](#) and homeless or emergency shelters, that are consistent with their gender expression or gender identity. So, for example, persons who are listed on their birth certificate as male but identify as female cannot be denied access to a women's restroom, locker room, or other gender-segregated facilities. Local governments, as well as other covered entities, must comply with these new rules.
  - "These rules are based on the amendments to the nondiscrimination law including gender identity as a protected class. The new rules implement the 2006 change to the state's anti-

discrimination law, making it clear that transgender individuals must be given equal access to restrooms, locker rooms, and other gender-segregated facilities. See [RCW 49.60.030\(1\)\(b\)](#).”

- [New York’s Gender Expression Non-Discrimination Act \(GENDA\)](#) amended the state Human Rights Law to add gender identity or expression as a protected characteristic. Like HB 300, it does not mention bathrooms, locker rooms, or changing areas. However, it has been interpreted to make it unlawful to refuse someone access to privacy facilities on the basis of their gender identity.
- California’s nondiscrimination law, like HB 300, doesn’t mention bathrooms or locker rooms or other sex-separated spaces. But the inclusion of gender identity in the law has been interpreted to open up these spaces. [ACLU of SoCal on Restrooms](#)
  - [California LGBTQ Nondiscrimination Policies Used to Mask Indecent Exposure Case](#)
  - “...a transgender woman was charged with five felony counts for indecent exposure after reportedly exposing herself at a popular Korean spa in Los Angeles. In June 2021 a viral Instagram post showed women complaining to staff at Wi Spa that a man exposed himself to women and two young girls ages 9 and 14. Wi Spa staff explained to the women that the person identified themselves as transgender and could not be discriminated against. Discrimination against transgender and gender-nonconforming people is prohibited in virtually every area of life in California, including housing, employment, education, insurance, and public accommodations, according to the Transgender Law Center.”

## Christian Schools

*Connection to HB 300: Christian schools fall under the jurisdiction of HB 300 as employers. Christian schools teach what the Bible has to say about human sexuality, marriage, and gender. Yet, HB300 requires even religious employers to hire those who stand opposed to the schools' teaching on these issues. Other employers get to hire those who share their mission, but under HB300, Christian schools do not.*

- Sacred Heart of Jesus Parish v. Nessel
  - According to the civil rights law firm, [Alliance Defending Freedom](#), “The Michigan Supreme Court reinterpreted the prohibition on sex discrimination in Michigan’s Civil Rights Act and penal code to include sexual orientation and gender identity. That change requires Grand Rapids-based [Sacred Heart of Jesus Parish](#) and its school, Sacred Heart Academy, to hire faculty and staff who lead lives in direct opposition to the Catholic faith, speak messages that violate Church doctrine, and refrain from articulating Catholic beliefs in teaching its students and when advertising the school to prospective students or job applicants. Additionally, by preventing Sacred Heart from operating its school consistent with its beliefs, state officials are violating the rights of parents who specifically chose to send their children to Sacred Heart Academy because the school aligns with their values and religious beliefs.”
  - Like other employers, Christian schools have a mission, and they should be free to hire those who share that mission, not have their mission limited by the intrusion of the state.

## **Pronouns**

New York City added gender identity to its nondiscrimination law. See N.Y.C. Admin. Code § 8-102. Though this law stated nothing about names, pronouns, or titles, the New York City Commission on Human Rights issued Legal Enforcement Guidance on Discrimination on the Basis of Gender Identity or Expression stating that the law “requires employers and covered entities to use the name, pronouns, and title (e.g., Ms./Mrs./Mx.) with which a person self-identifies.” [Gender Identity/Gender Expression - CCHR](#).

This is similar to Biden-era EEOC guidance suggesting that Title VII, which never mentioned pronouns, prohibited misgendering in the workplace. These laws are applied expansively when those overseeing enforcement want them to be applied expansively.

## **General Conscience**

*Connection to HB 300: These specific examples arise from state laws like HB 300.*

- [Louisville tries to force wedding photographers to create art that violates their beliefs on human sexuality](#)
  - Chelsey Nelson is a wedding photographer who believes that marriage is between one man and one woman; however, Louisville’s SOGI law would have forced Nelson to photograph same-sex weddings. However, in October 2025, the US District Court for the Western District of Kentucky vindicated Chelsey’s First Amendment rights.
  - The punishment of these laws begins with the process, which is costly, time consuming, and distracting, even if the defendant ultimately prevails. While Nelson won, many, like Barronelle Stutzman, did not.
- Barronelle Stutzman was the owner of Arlene's Flowers in Richland, Washington. Barronelle faced years of costly legal battles after, in 2013, choosing not to create custom floral arrangements for a same-sex wedding for Rob, a friend and one of her longtime customers.
  - When she was asked by Rob to do the flowers, she took his hands in hers and told him that she loved him but because of her faith in Jesus, she could not do the flowers. They talked about the wedding, she made a recommendation for another florist, they hugged, and he left. One would think this a picture of American pluralism—where we can disagree on important things but still love each other.
  - But that wasn’t the end of the story: The state Attorney General and the couple sued her for violating Washington's anti-discrimination law (similar to HB 300), leading to rulings against her by trial courts and the Washington Supreme Court (unanimously in 2017 and again in 2019), which found her refusal constituted unlawful discrimination and that her floral arrangements weren't protected speech or religious exercise.
  - The U.S. Supreme Court declined her final appeal in 2021. At age 77, Stutzman settled for \$5,000 and shut down her business.