



January 24, 2020

The Honorable Stephen D. Hambley
Chairman, House Civil Justice Committee
77 S. High St.
11th Floor
Columbus, Ohio 43215

RE: Dow support of HB 369 & SB 11

Dear Chairman Hambley,

Dow strongly supports House Bill 369 and Senate Bill 11 – the Ohio Fairness Act – which would prohibit discrimination on the basis of sexual orientation and gender identity. Full inclusion is a business imperative for Dow, because it is the right thing to do, and it is good for business.

Dow has non-discrimination policies that govern how we operate. Unfortunately, the communities in which our employees live do not always offer the same protections. It is currently lawful in Ohio to fire, evict, or deny someone service at a place of business solely because that person identifies as LGBTQ+. Simply put, that is out-of-step with our values. It sends the wrong message to businesses operating in Ohio, and it discourages people from staying in Ohio.

We are committed to creating an environment where every employee is respected and valued and has an equal opportunity to develop, advance, and be heard. Our employees deserve to be treated fairly and equally, meaning they are treated the same in their communities as they are at work. We believe the public square must reflect the same values as our workplace.

The Ohio Fairness Act is necessary to attract and retain top talent in Ohio. At Dow, our inclusive culture gives us a competitive advantage. Opposition to equal treatment for all people in other states has proven to be bad for business. All Ohio businesses need the many advantages provided by equal opportunity, so the state can continue to grow and thrive. The bills will help ensure Ohio remains a place where the best and brightest want to live and work, while protecting the state's pro-business reputation.

Respectfully,

A handwritten signature in black ink that reads "Jeff Stoutenburg".

Jeff Stoutenburg
Director, State Government Affairs
Dow Inc.



Midland, Michigan USA