CEA
Christian Employers Alliance

MEMBER GUIDE | UPDATED NOVEMBER 4, 2026

Equal Employment Opportunity Statement Guide

A statement grounded in applicable federal and state employment law

IMPORTANT: EMPLOYMENT LAW IS VERY STATE SPECIFIC

State employment laws vary widely in who they cover, which categories they protect, and what they require. This guide uses Ohio as an illustration only. Check the laws of every state where you have employees, and any local ordinances, before adopting or issuing a statement. Confirm your approach with qualified legal counsel.

Use this when a customer asks for a copy of your company's EEO statement and has not required specific wording. This guide is for Christian employers preparing or reviewing their own statement. CEA recommends a clear commitment to applicable federal and state employment law without adding a separate list of protected categories or adopting another organization's policy.

Recommended EEO statement

Sample for adaptation to your company's actual practices and legal review.

> **Equal Employment Opportunity Statement**
>
> [Company Name] is committed to equal employment opportunity and complies with applicable federal and state employment laws prohibiting unlawful discrimination, harassment, and retaliation.
>
> Employment decisions, including recruitment, hiring, compensation, benefits, training, promotion, discipline, and termination, are made in accordance with applicable law.
>
> The Company provides reasonable accommodations as required by applicable law and prohibits retaliation against individuals who exercise rights protected by applicable employment laws.

How to use this statement

If your company already has an accurate, current EEO statement, review and provide that statement. If you adopt the sample above, approve it through your normal HR and leadership process and use the same approved version in your handbook and customer communications.

The customer's request for a copy does not itself require your company to adopt the wording someone else suggested. There is no client-required language to negotiate in this situation. Provide the approved company statement in response to the request.

Keep the EEO statement focused on the company's employment commitments. Explain CEA's injunctions and EEOC settlement separately when those protections become relevant to a particular policy or matter.

What the law requires

Federal employment law

Title VII generally covers employers with at least 15 employees, subject to its statutory counting rules, and prohibits discrimination because of race, color, religion, sex, or national origin. Other federal employment laws may also apply. [1]

In Bostock, the Supreme Court held that firing an employee merely for being gay or transgender violates Title VII. Using a general reference to applicable law rather than listing categories does not remove legal obligations. Bostock left questions about religious defenses and other workplace practices for future cases. [2]

State law example: Ohio (check your own state)

Ohio Revised Code Chapter 4112 provides state employment discrimination protections. Section 4112.01(A)(2) generally covers private employers employing four or more people within Ohio, as well as state and local government employers. [3]

Section 4112.02(A) prohibits discrimination because of race, color, religion, sex, military status, national origin, disability, age, or ancestry in hiring, discharge, and employment terms and privileges. Section 4112.01(B) includes pregnancy, childbirth, and related medical conditions within sex discrimination. Section 4112.02(I) prohibits retaliation for opposing unlawful discrimination or participating in protected proceedings. [3, 4]

These provisions do not prescribe the exact statement suggested to the member. The recommended statement expresses a commitment to applicable law without restating a category list. Separate rules can apply to public contracts, and local ordinances may add obligations; a general EEO statement does not displace those requirements. Other states differ, so review your own state's statute.

Where CEA protections fit

CEA's protections inform how qualifying members address specific federal mandates. They do not need to be recited in the company's EEO statement.

The August 2026 EEOC settlement addresses defined conduct involving pronouns, sex-specific dress codes, private facilities, and related policies or training rooted in sincere Christian beliefs. Qualifying members must satisfy the agreement's requirements and invoke its protection when a covered EEOC matter arises. The EEOC may still receive charges and issue right-to-sue notices. Contact CEA and your attorney promptly if a potentially covered matter occurs. [5]

The 2019 and 2024 permanent injunctions address the specific federal contraceptive and gender-transition healthcare mandates covered by those orders. They are distinct from the workplace settlement and do not provide a general exemption from employment law. Eligibility and scope must be assessed under the relevant order or agreement. [6]

Before providing your statement

HR should confirm the statement is accurate, obtain approval, and retain the version provided. The company should have working procedures for accommodation requests, discrimination or harassment concerns, and protected reporting.

Approval record

Company: _____

HR reviewer: _____

Approved by and date: _____

Statement version or handbook location: _____

Date provided to customer: _____

Next review date and owner: _____

Seek legal advice if the statement conflicts with existing policies, a specific accommodation issue, or a claimed religious liberty protection. If a customer later asks for a separate certification or adoption of its own policy, review that new request on its terms.

Sources and legal notice

Authorities reviewed November 4, 2026. Statutes and court holdings establish legal rules; CEA's linked materials summarize the scope of its member protections. The suggested statement is CEA's practical recommendation for this situation, not prescribed statutory wording.

[1] Title VII of the Civil Rights Act of 1964, hosted by EEOC. https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964
[2] Bostock v. Clayton County, 590 U.S. 644 (2020), Cornell LII. https://www.law.cornell.edu/supremecourt/text/17-1618
[3] Ohio Revised Code 4112.01. https://codes.ohio.gov/ohio-revised-code/section-4112.01
[4] Ohio Revised Code 4112.02. https://codes.ohio.gov/ohio-revised-code/section-4112.02
[5] CEA, EEOC Settlement Secures Important Protections for Christian Employers, member portal. https://www.joinceanow.org/portal
[6] CEA, Legal Victories and Protections. https://www.joinceanow.org/legal-wins/

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