

MEMBERSHIP BENEFIT REPORT · 2026

Legal Victories & Litigation Strategy

Protecting Christian employers through landmark federal court victories, strategic amicus advocacy, and permanent injunctive relief from government mandates.

2

PERMANENT FEDERAL
INJUNCTIONS

1

BINDING FEDERAL
SETTLEMENT

Active

FEDERAL
LITIGATION

Federal Injunctions Protecting CEA Members

The Christian Employers Alliance has secured landmark federal court victories ensuring that Christian employers may operate their workplaces according to Biblical convictions without fear of government coercion. As a result of CEA's successful litigation, present and future CEA members receive permanent injunctive protection from federal mandates that violate their deeply held beliefs.

DIRECT LITIGATION

INJUNCTION GRANTED

2023 · N.D. Texas

Christian Employers Alliance v. EEOC & HHS

CEA's landmark direct litigation against the Equal Employment Opportunity Commission and the Department of Health and Human Services. The court granted a permanent injunction protecting CEA members from being forced to provide abortion and gender-transition coverage in violation of their sincerely held religious beliefs.

Protected Coverage: All present and future CEA members are covered by this injunction. You do not need to file your own lawsuit. Your membership in CEA is your legal shield.

DIRECT LITIGATION

INJUNCTION GRANTED

2024 · N.D. Texas

Christian Employers Alliance v. EEOC (Title VII / Bostock)

A second federal injunction secured against the EEOC's enforcement of Title VII as interpreted by the Supreme Court's Bostock decision. This injunction shields CEA members from being compelled to recognize gender identity claims that conflict with Biblical teaching on human sexuality and God-ordained sex distinctions.

Protected Coverage: This injunction also extends automatically to all CEA members, current and future, without any additional legal action required on your part.

Federal Settlement

Christian Employers Alliance v. EEOC

SETTLEMENT REACHED

COURT-ADOPTED AUGUST 2026

ADF COUNSEL

CEA, represented by Alliance Defending Freedom, reached a significant settlement with the U.S. Equal Employment Opportunity Commission protecting qualifying Christian employers from specified gender-identity-related workplace enforcement. The federal court adopted the settlement and dismissed the covered claims with prejudice while retaining jurisdiction to enforce the agreement.

UNDER THE SETTLEMENT, THE EEOC AGREED NOT TO PURSUE CHARGES AGAINST CEA OR QUALIFYING MEMBERS INVOLVING:

- Pronoun usage and compelled speech
- Declining to affirm or facilitate gender transition
- Sex-specific dress codes
- Access to private spaces designated by biological sex
- Workplace policies and training related to these issues, where rooted in sincerely held Christian beliefs

WHAT MEMBERS SHOULD KNOW

The settlement applies to qualifying CEA members who satisfy the requirements of the agreement. If a member receives an EEOC charge, notice, or inquiry that may implicate the settlement, the member should contact CEA promptly so the protection can be properly invoked.

Amicus Briefs & Friend-of-the-Court Advocacy

Beyond direct litigation, CEA actively participates as amicus curiae ("friend of the court") in landmark cases before the Supreme Court and federal appellate courts. These briefs amplify the voice of Christian employers in shaping the law.

AMICUS BRIEF

SCOTUS

303 Creative v. Elenis

Supreme Court case on whether the government may compel a Christian business owner to create speech that violates her faith. CEA's brief argued for robust First Amendment protections for faith-driven employers.

AMICUS BRIEF

SCOTUS

Groff v. DeJoy

Landmark case clarifying religious accommodation standards under Title VII. The Court's ruling strengthened the obligation of employers to accommodate employees' sincere religious beliefs -- a precedent CEA supported.

AMICUS BRIEF

5th Circuit

Braidwood Management v. EEOC

Fifth Circuit case addressing whether Title VII's prohibition on sex discrimination requires employers to affirm gender transitions. CEA filed in support of religious employers' rights to maintain biblically-grounded workplace policies.

AMICUS BRIEF

Federal

Becket Fund Partnership Cases

CEA has partnered with the Becket Fund for Religious Liberty on multiple federal cases, filing coordinated amicus briefs to protect the rights of faith-driven employers across a range of religious freedom challenges.

Pending Cases & Emerging Threats to Watch

CEA's legal team continuously monitors the regulatory and litigation landscape to anticipate emerging threats and position the Alliance to respond swiftly on behalf of members.



ACTIVE PWFA Abortion Mandate

Christian Employers Alliance v. EEOC

The gender-identity claims were partially resolved through the 2026 settlement, but CEA's separate challenge to the EEOC's interpretation of the Pregnant Workers Fairness Act remains active.

CEA is challenging the EEOC's attempt to require employers to accommodate elective abortion where doing so conflicts with sincerely held religious beliefs.

January 2026: A federal court stay currently protects qualifying CEA members from specified EEOC enforcement while this portion of the case proceeds. This litigation is separate from and was not resolved by the August 2026 gender-identity settlement.



PENDING ACA Preventive Care Mandate

Braidwood Management v. Becerra (Supreme Court)

The Supreme Court is expected to rule on whether the ACA's preventive care mandate -- which currently requires coverage of certain drugs, screenings, and procedures objectionable to Christian employers -- is constitutionally enforceable. A favorable ruling could invalidate or narrow the mandate for all employers.



FAVORABLE PRECEDENT Religious Employer Exception

Religious Employer Exemptions Under RFRA

Growing federal and circuit-court precedent under the Religious Freedom Restoration Act continues to expand protections for employers who demonstrate that government mandates substantially burden their sincere religious exercise. CEA actively participates in shaping this body of law.

How CEA's Legal Protections Work

CEA has secured significant federal protections for qualifying members through permanent injunctions, a binding federal settlement, and active court protection. The scope of each protection depends on the specific mandate, agency, conduct, and requirements addressed by the applicable court order or settlement. Members should work with CEA to understand which protections apply and what steps may be required to invoke them.



Automatic Injunction Coverage

Both federal injunctions cover all current and future CEA members by name. No individual lawsuit is required. Your membership in CEA places you within the scope of the existing court orders.



Template Letters for Insurers & TPAs

CEA provides ready-to-use template letters that formally invoke your injunction protection with your health insurer and third-party administrator -- removing abortion and gender-transition coverage from your plan.



Ongoing Legal Monitoring

CEA's legal team monitors every relevant case, regulatory change, and agency guidance that could affect your protections -- and acts proactively to preserve and extend them.



Statement of Faith Policy

CEA's Statement of Faith is a foundational document for your company policy -- establishing the sincerely held religious beliefs that undergird your legal exemptions. Adopting it properly is essential to your protection.

Important: To invoke your injunction protections with your insurer and TPA, you must send the CEA template letters. These letters formally notify your plan administrators of your exemption. Download them from your member portal at joinceanow.org.

CEA's Litigation Strategy for 2026 and Beyond

CEA's legal strategy is proactive, not reactive. We identify threats before they reach members and position the Alliance to act decisively -- through direct litigation, coalition briefs, and strategic partnerships with leading religious liberty law firms.

1

Preserve Existing Injunctions

CEA is pursuing supplemental and follow-on litigation to ensure existing injunctions remain enforceable under evolving regulatory interpretations, and to extend their scope to cover emerging mandates as they arise.

2

Enforce and Preserve the 2026 EEOC Settlement

Ensure qualifying members can rely on the agreement and respond quickly if future EEOC enforcement conflicts with its terms. The federal court retains jurisdiction to enforce the settlement.

3

Continue the PWFA Litigation

CEA's active challenge to the EEOC's interpretation of the Pregnant Workers Fairness Act continues. A January 2026 stay currently protects qualifying members while this matter proceeds.

4

Develop New RFRA Cases

CEA is building a pipeline of Religious Freedom Restoration Act cases to challenge new federal and state mandates that substantially burden the religious exercise of Christian employers -- establishing precedent before problems reach members.

5

Expand Amicus & Coalition Partnerships

CEA deepens partnerships with the Becket Fund, Alliance Defending Freedom, First Liberty Institute, and other leading religious liberty organizations to file coordinated briefs in high-stakes federal and Supreme Court cases.

6

Equip Members to Properly Invoke Their Protections

CEA provides members with the tools, template documents, and legal guidance needed to properly invoke and document their protections -- so that if an exemption is ever challenged, they have a complete record supporting their religious sincerity.



Your Faith. Your Business. Protected.

CEA's legal victories mean Christian employers do not have to face federal religious-liberty challenges alone.

Know your rights. Understand your protections. Lead with confidence.

[JOINCEANOW.ORG](https://joinceanow.org)

[Member Portal](#)

[Resources](#)

[Legal Protection](#)

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