

The Honorable Jeff Merkley  
United States Senate  
107 Russell Senate Office Building  
Washington, DC 20510

The Honorable George Miller, Chairman  
House Committee on Education and Labor  
2181 Rayburn House Office Building  
Washington, DC 20515

To Whom It May Concern:

As one of America's leading businesses, Hanover Direct, Inc. would like to express our strong support of the Employment Non-Discrimination Act (H.R. 3017/S.1584) – federal workplace non-discrimination legislation that would extend basic job protections to lesbian, gay, bisexual and transgender Americans.

Hanover Direct Inc. has implemented its own non discrimination policy to make our workplace values of fairness clear and transparent to our 753 employees. Since its implementation, the policy has been accepted broadly, and we believe it has affected our bottom line for the better. It has further reinforced for all our employees that fairness and non-discrimination remain fundamental in our workplace.

Enhancing our work environment to prohibit discrimination on the basis of sexual orientation and gender identity has not added any financial cost to our organization. Instead, we believe our philosophy and practice of valuing diversity bring financial benefit to the workplace by encouraging full and open participation by all employees.

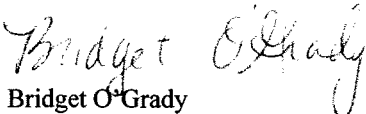
After a thorough analysis of its provisions, we are convinced that the Employee Non-Discrimination Act is an appropriate, no-cost measure that will have a positive impact on our country's ability to compete, by extending protection in the majority of U.S. states where it remains legal to fire employees who are LGBT.

In fact, the fairness and simplicity of this bill is one of its most compelling features. The bill does not mandate affirmative action or reporting requirements, and imposes no regulation. It does not compel employers to grant spousal benefits. The Employment Non-Discrimination Act merely embodies the principle of non-discrimination that already enjoys the wide support of the American people.

It has been the law of the land that employment discrimination is unacceptable based on race, gender, religion, ethnic origin or other non-performance-related considerations. It is time to include sexual orientation and gender identity.

Hanover Direct, Inc. strongly supports passage of the Employment Non-Discrimination Act. The principles it fosters are consistent with our corporate principles in treating all employees with fairness and respect. We encourage Congress to move quickly to enact this important legislation.

Sincerely,

  
Bridget O'Grady  
Hanover Direct, Inc.

cc: Eric Bloem