

The *CompassCare* Case

Case Name: *CompassCare v. Cuomo*

Case Status: On Nov. 18, 2019, ADF attorneys filed a complaint in federal court challenging an unconstitutional New York state law forcing pro-life entities to hire employees who disagree with their primary mission.

Significance: Whether the government can force a religious organization to hire someone who undermines their mission.



Background: New York recently enacted S660, a law requiring religious organizations and groups to hire individuals who disagree with and/or violate the mission of the organization. This includes religious pro-life groups and healthcare providers, such as pro-life pregnancy centers associated with CompassCare Pregnancy Services and National Institute of Family and Life Advocates (NIFLA). It also includes churches like First Bible Baptist Church, which believe that human life is sacred and worthy of protection from the moment of conception. Centers like CompassCare serve women by providing all the facts a woman needs to truly make a fully informed decision, including facts about a baby's development, a woman's options during pregnancy, and the consequences of exercising those various options. The government should protect freedom, not take it away, and that's why ADF filed suit on behalf of CompassCare, NIFLA, and First Bible Baptist Church.

Key Points

- Whatever the group's religious beliefs, they are free to hire and work with only those who hold to the same convictions.
- Forcing organizations to violate their beliefs is unconstitutional and has no place in our society.
- The government cannot tell a religious organization or group to hire someone who doesn't agree with their mission.
- Every woman should have the information she needs to make the healthiest choice for everyone involved in an unexpected pregnancy.
- Tolerance and respect for good-faith differences of opinion are essential in a diverse society like ours. They enable us to peacefully coexist with one another.

Key Facts

- By passing SB 660 New York demeans and interferes with religious pro-life pregnancy centers and other faith-based organizations, like Catholic hospitals, religious schools, and even churches, by ordering them to violate their beliefs in key personnel and leadership decisions.
- CompassCare, NIFLA, and First Bible Baptist Church have the freedom to set their own internal policies and codes of conduct for their employees about the importance of life, from conception to natural death. The Constitution protects that freedom.

This law is like...

- ... forcing a Democratic speechwriter to provide services to a Republican candidate
- ... forcing PETA to hire an employee who hunts on the weekends

The Bottom Line: All Americans should be free to live and work according to their beliefs without fear of unjust government punishment.