

April 2, 2019

Dear CPC,

You can add us to the list of Kentucky businesses being devastated by the LGBTQ biased civil rights Title VII discrimination act.

We are Herb and Olive Market in Elizabethtown. Last year, we had an employee wear an LGBTQ community support activist T shirt to work. His job was to sell supplements and organic foods to our customers. We explained that political activist attire is not appropriate for work and asked him not to wear it again on shift. We told him we obviously had no problem if he wore it on his own time, just not while representing us.

Our other employee (we only had 3) secretly recorded our private conversation when we were discussing with her our wishes for non-political attire. She acted as manager and we wanted her to know we had spoken with the young man who wore the shirt. (She later released it to the public. And formed a protest in front of our shop.)

She disagreed that we could tell our employees what was or what was not appropriate. (We allowed other shirts that related to bible verses, churches, etc. which she said was discriminatory). They each have now filed a discrimination claim against us based on retaliation and sex with the EEOC.

We are now faced with exorbitant attorney fees to try to "settle" with them! Settle!! It's utterly preposterous! Where is the justice for the small business owner??

They are out for blood. They have lawyers threatening to take us to the Supreme Court and threatening seizure of our personal assets as well. We can't even believe this is happening.

We have not broken any law, yet we have to pay and they get off Scott Free. It makes no sense.

Anyway, we will be watching online Thursday evening with you. Thank you for helping with these issues. Someone has to help bring sensibility back!

Owner, Herb and Olive Market in Elizabethtown, KY