

**AMENDMENT TO H.R. 3685**  
**OFFERED BY MR. SOUDER OF INDIANA**

Strike the period at the end of section 5 and insert:  
“; or (3) refused to express or provide written or oral consent to a covered entity’s anti-discrimination or anti-harassment policy, or refused to participate in a covered entity’s diversity training program, because such policy or program imposes a substantial burden upon the individual’s sincerely held religious beliefs regarding sexual orientation.”.