

and if someone did, that employee would have recourse under the law.

Mr. President, a moment ago I mentioned my daughter and the opportunities that she will have. I am also very concerned about the experiences of young people who may be denied those same opportunities. I am worried about those who must find jobs in cases where their parents have forced them out of the House and they are on their own. At a very early age, they must support themselves just to get through high school, let alone college. Young people are very vulnerable to discrimination and cannot hold jobs, and they will have an extremely hard time.

I have heard real stories of gay and lesbian young adults in my State who ended up moving away from home, relying on public assistance or even considering suicide if they did not get help. They become very cynical about the world they live in, and they start to think that the regular rules do not apply to them. When this happens, we lose very productive members of our society. We may pay more for public assistance, and we deny young people the chance to pursue the same goals every one of us has—education, a good job and a place in the community.

As I said before, current law says people cannot be treated differently in the workplace based on race, origin, gender or religion. The bill before us today would simply add sexual orientation to that list. It is written even more narrowly than current law because it does not allow positive actions, such as quotas or other preferential treatment. All it says is a person cannot be treated differently in any decision related to employment based on their sexuality—whether they are heterosexual or homosexual.

Under this bill, a person could not be hired solely because they are homosexual, nor could they be denied a job if they are heterosexual.

A person cannot get a raise simply because they are married to a member of the opposite sex, nor can they be denied a promotion because they marched in a gay pride parade. In short, it simply takes the issue of sexual orientation out of personnel decisions altogether.

Mr. President, these are reasonable expectations and, in fact, they have already been adopted by nine States, many local governments across the country and Fortune 500 companies that recognize that it makes good business sense to value each and every one of their employees equally. It is time that our laws reflect these values as well.

To my colleagues who believe this bill would bring up increased litigation, I ask these questions:

Should we then have denied women equal rights because it would have increased the number of cases in our courts?

Should we have allowed segregation to continue because it would take too much time and money to hear Brown versus Board of Education?

Did the Framers of our Constitution think about caseloads in our courts when they guaranteed our freedom to worship?

My answer to these questions is a strong, clear no, and I am surprised at the arguments against this legislation. They sound hauntingly familiar to the ones we have heard in the past against allowing women, religious members, and racial groups equal protections under the law.

We have heard a lot from both political parties in the past few weeks about the big tent philosophy and the importance of inclusion, equal treatment under the law, and equal opportunity in the workplace. The ENDA bill gives Senators of both parties a chance to act on that rhetoric.

Mr. President, this is not a conservative or a liberal issue. It is not about one group's protection at another's expense. It is about common sense, common decency, and about our fundamental values as Americans.

Consider an editorial written 2 years ago by former Arizona Senator Barry Goldwater. He wrote that we must allow gay and lesbian citizens the same protections we have extended to other people to ensure their civil rights. He points out that "anybody who cares about real moral values understands that this is not about granting special rights—it is about protecting basic rights." Like many of my colleagues on both sides of this aisle, I strongly agree with him.

When Nan Miguel tells her story, she says that by treating the woman she hired with dignity and respect, she was following the Christian beliefs that she was brought up with. And I know that in my family, my mother and father taught us to respect other people and to treat them the way we wanted to be treated.

I urge my colleagues to take the high ground on this issue. Think of what history will say when the 104th Congress made the decision which once again protected our civil rights. This is not about one group of people, it is about all people and our belief in one another. If we do not pass the ENDA bill, our sisters and brothers, sons and daughters will remain vulnerable to discrimination in the workplace. We can do better than that. Thank you, Mr. President.

#### ADJOURNMENT UNTIL 9:30 A.M. TOMORROW

The PRESIDING OFFICER. Under the previous order, the Senate now stands in adjournment until tomorrow at 9:30 a.m.

Thereupon, the Senate, at 7:05 p.m., adjourned until Tuesday, September 10, 1996, at 9:30 a.m.

#### NOMINATIONS

Executive nominations received by the Senate September 9, 1996:

#### EXECUTIVE OFFICE OF THE PRESIDENT

ALAN H. FLANIGAN, OF VIRGINIA, TO BE DEPUTY DIRECTOR FOR SUPPLY REDUCTION, OFFICE OF NATIONAL DRUG CONTROL POLICY, JOHN P. WALTER, RESIGNED.

#### FOREIGN SERVICE

THE FOLLOWING-NAMED PERSONS OF THE AGENCIES INDICATED FOR APPOINTMENT AS FOREIGN SERVICE OFFICERS OF THE CLASSES STATED, AND ALSO FOR THE OTHER APPOINTMENTS INDICATED HEREWITH:  
FOR APPOINTMENT AS FOREIGN SERVICE OFFICER OF CLASS ONE, CONSULAR OFFICERS AND SECRETARIES IN THE DIPLOMATIC SERVICE OF THE UNITED STATES OF AMERICA:

#### AGENCY FOR INTERNATIONAL DEVELOPMENT

PAUL ALBERT BISEK, OF VIRGINIA

FOR APPOINTMENT AS FOREIGN SERVICE OFFICERS OF CLASS TWO, CONSULAR OFFICERS AND SECRETARIES IN THE DIPLOMATIC SERVICE OF THE UNITED STATES OF AMERICA:

#### AGENCY FOR INTERNATIONAL DEVELOPMENT

SUSUMO KEN YAMASHITA, OF MARYLAND

FOR APPOINTMENT AS FOREIGN SERVICE OFFICERS OF CLASS THREE, CONSULAR OFFICERS AND SECRETARIES IN THE DIPLOMATIC SERVICE OF THE UNITED STATES OF AMERICA:

#### AGENCY FOR INTERNATIONAL DEVELOPMENT

SUSAN KUCINSKI BREMS, OF THE DISTRICT OF COLUMBIA  
CHRISTINE M. BYRNE, OF VIRGINIA  
JAMES ERIC SCHAEFFER, OF FLORIDA

#### DEPARTMENT OF COMMERCE

KARLA B. KING, OF FLORIDA  
TERRY J. SORGI, OF WISCONSIN

FOR APPOINTMENT AS FOREIGN SERVICE OFFICERS OF CLASS FOUR, CONSULAR OFFICERS AND SECRETARIES IN THE DIPLOMATIC SERVICE OF THE UNITED STATES OF AMERICA:

#### U.S. INFORMATION AGENCY

TANIA BOHACHEVSKY CHOMIAK, OF FLORIDA  
LINDA JOY HARTLEY, OF CALIFORNIA  
SHARON HUDSON-DEAN, OF PENNSYLVANIA  
CONSTANCE COLDING JONES, OF INDIANA  
STEVEN LOUIS PIKE, OF NEW YORK  
DAVID MICHAEL REINERT, OF NEW MEXICO

#### DEPARTMENT OF STATE

SARAH J. METZGER, OF VIRGINIA

FOR APPOINTMENT AS FOREIGN SERVICE OFFICER OF CLASS FOUR, CONSULAR OFFICER AND SECRETARY IN THE DIPLOMATIC SERVICE OF THE UNITED STATES OF AMERICA EFFECTIVE JUNE 28, 1996:

#### DEPARTMENT OF STATE

MARC C. JOHNSON, OF THE DISTRICT OF COLUMBIA

THE FOLLOWING-NAMED MEMBERS OF THE FOREIGN SERVICE OF THE DEPARTMENT OF COMMERCE AND THE DEPARTMENT OF STATE TO BE CONSULAR OFFICERS AND/OR SECRETARIES IN THE DIPLOMATIC SERVICE OF THE UNITED STATES OF AMERICA, AS INDICATED:

CONSULAR OFFICERS AND SECRETARIES IN THE DIPLOMATIC SERVICE OF THE UNITED STATES OF AMERICA:

ROBERT L. ADAMS, OF VIRGINIA  
VEOMAYOURY BACCAM, OF IOWA  
DOUGLASS R. BENNING, OF THE DISTRICT OF COLUMBIA  
STEVEN A. BOWERS, OF VIRGINIA  
MICHAEL A. BRENNAN, OF CONNECTICUT  
KERRY L. BROGHAM, OF CALIFORNIA  
ANREA BROUILLETTE-RODRIGUEZ, OF MINNESOTA  
PAUL CAMMERMEYER, OF MARYLAND  
FRISCILLA CARROLL CASKEY, OF MARYLAND  
JULIANNE MARIE CHESKY, OF VIRGINIA  
JARMELA A. CONROY, OF WASHINGTON  
JULIE CHUNG, OF CALIFORNIA  
EDWARD R. DEGGES, JR., OF VIRGINIA  
THOMAS L. ELMORE, OF FLORIDA  
WAYNE J. FAHNESTOCK, OF MARYLAND  
DENIS BARETT FINOTTI, OF MARYLAND  
KENNETH FRASER, OF MARYLAND  
GARY R. GUIFFRIDA, OF MARYLAND  
PATRICIA M. GONZALEZ, OF TEXAS  
DAVID J. GREENE, OF NEW YORK  
RAYMOND FRANKLIN GREENE III, OF MARYLAND  
RONALD ALLEN GREGORY, OF TENNESSEE  
DEBORAH GUIDO O'GRADY, OF VIRGINIA  
AUDREY LOUISE HAGEDORN, OF VIRGINIA  
PATTI HAGOPIAN, OF CALIFORNIA  
CHARLES P. HARRINGTON, OF VIRGINIA  
RONALD S. HETT, OF VIRGINIA  
RUTH-ERILE HODGES, OF NEW YORK  
KRISTINA M. HOTCHKISS, OF VIRGINIA  
ANDREAS O. JAWORSKI, OF VIRGINIA  
RALPH M. JONASSEN, OF NEW YORK  
MARNI KALAPA, OF TEXAS  
JANE J. KANG, OF CALIFORNIA  
SARAH E. KEMP, OF NEW YORK  
FREDERICK J. KOWALESKI, OF VIRGINIA  
STEVEN W. KRAPCHO, OF VIRGINIA  
GREGORY R. LATTANZE, OF VIRGINIA  
CHARLES W. LEVESQUE, OF ILLINOIS  
JANICE O. MACDONALD, OF VIRGINIA  
C. WAKEFIELD MARTIN, OF TEXAS  
BRIAN I. MCCLEARY, OF VIRGINIA  
ALAN D. MELTZER, OF NEW YORK