

**Red Hat Shareholder Meeting Question**  
**Justin Danhof, Esq., General Counsel and Free Enterprise Project Director**  
**The National Center for Public Policy Research**  
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I'm Justin Danhof of the National Center for Public Policy Research. Thank you for the opportunity to talk with you today.

The National Center is here to ask about Red Hat's decision to support the position of the Department of Justice in its litigation claiming North Carolina's HB2 law violates laws passed by Congress in 1964 and 1972 banning discrimination by sex.

This case is about much more than diversity. This is a question about law.

Is it the position of Red Hat's management that Congress, when it voted for the 1964 Civil Rights Act and the 1972 Education Act Amendments, intended "sex" to be a mental state or belief about one's sex not necessarily related to biology or physiology?

Or is it the position of Red Hat's management that Congress, when referring to sex in 1964 and 1972, meant the term to refer to biological males and females, and that the definition of "sex" in federal law has simply changed over the years?

If the definition of "sex" has changed, how did it change in federal law without Congress voting to change it and no federal court ruling redefining it?

Or is it the position of Red Hat that the executive branch can change the core meaning of federal laws all by itself?

*Contact: Judy Kent at (703) 759-7476 or cell (703) 477-7476 or [jkent@nationalcenter.org](mailto:jkent@nationalcenter.org)  
National Center for Public Policy Research  
20 F Street, NW, Suite 700  
Washington, DC 20001  
[www.nationalcenter.org](http://www.nationalcenter.org) • [www.conservativeblog.org](http://www.conservativeblog.org) • [@NationalCenter](https://twitter.com/NationalCenter)*