

EXHIBIT A

Born Again Used Books

Policy on Using Biologically Accurate Language

As a Christian bookstore, Born Again Used Books seeks to follow Christian beliefs when interacting with customers and the public. It is the official policy of Born Again Used Books that owners and employees use language that aligns with the biological sex of the person being referenced, whether the individual is a customer or any member of the public. That means owners and employees will not use “gender neutral” pronouns or neologisms, such as “they,” “xe,” or “Mx.,” to describe, address, or reference an individual contrary to that individual’s biological sex. Owners or employees will not refer to or address a biological female as “Mr.,” “he,” a “man,” or any similar biologically inaccurate language, nor will they address a biological male as “Ms.,” “she,” a “woman,” or any similar language. This applies to communication while working for the bookstore, whether the communication is in person, by phone, online, or through any other means of communication.

When requested to use a pronoun or form of address that would violate our policy, employees should respectfully and charitably decline and instead use a form of address that does not contradict the individual’s biological sex, such as the person’s first or last name. This policy is important to maintain the integrity of Born Again Used Books, to align with the bookstore’s Christian beliefs, and to promote these beliefs in the spirit of evangelism. If a customer asks for the basis of the policy, employees may state that the policy is based on the bookstore’s religious beliefs and direct the customer to the bookstore’s blog for further explanation. Employees should direct questions about the interpretation of this policy to Eric or Sara Smith, managers.