



Business and
Professional
Women / USA

National Legislative Platform

&

Public Policy Resolutions

Reno, Nevada

July, 2007

2007-2008

BPW/USA National Legislative Platform

Preamble

The Equal Rights Amendment, as authored by Alice Paul, shall stand first, foremost and above all other items which may appear on the national platform of this Federation until equal legal rights for women and men become guaranteed in the United States Constitution, because all statutory law derives therefrom.

The Equal Rights Amendment

“Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.”

Platform

Economic Equity

Ensure pay equity and equal educational and economic opportunities at all stages of life; and promote affordable, quality dependent care to help ensure economic self-sufficiency for women.

Health

Ensure reproductive choice and full access to all reproductive health services and education; ensure funds for research into and protections for women's health care needs; and encourage the development of a national health care policy recognizing the special health care needs of women.

Civil Rights

Ensure equal rights and remedies for women in all phases of their lives; support affirmative action; and eliminate all forms of harassment and violence against women.

Proposed Platform Submitted by the Board of Directors

PUBLIC POLICY RESOLUTION

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MATERNAL PROFILING

WHEREAS, Title VII does not fully prohibit employers from ascertaining a job applicant's marital or family status prior to hiring; and

WHEREAS, the federal Equal Employment Opportunity Commission presently fails to prohibit job discrimination based upon marital or family status; and

WHEREAS, a clear pattern of sex discrimination impedes mothers, especially single mothers, from obtaining employment based solely on job skills, educational background, and work experience; and

WHEREAS, BPW/USA is a member of the National Council of Women's Organizations, which strongly opposes "maternal profiling"; therefore be it

RESOLVED, that BPW/USA encourages its state federations to determine whether or not their states prohibit maternal profiling; and be it further

RESOLVED, that BPW/USA encourages the members in those states which do not prohibit maternal profiling to support the introduction and passage of anti-maternal profiling legislation in their states, which would vigorously pursue an end to hiring practices and invasive interviewing tactics that lead to discrimination against any individual seeking employment.

Proposed Resolution Submitted by the Board of Directors