

News from Senator

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CIVIL RIGHTS

DOLE INTRODUCES PRESIDENT'S CIVIL RIGHTS BILL;
DESERT STORM'S LESSON: "AN AMERICA
BASED ON EQUALITY OF OPPORTUNITY"

AMERICA TODAY IS PROUDLY SALUTING ITS DESERT STORM HEROES. THESE TROOPS -- MEN, WOMEN, BLACK, WHITE, NATIVE-AMERICAN, HISPANIC, AND ASIAN -- RISKED THEIR LIVES TO RESCUE A NATION FROM TYRANNY.

THIS STUNNING MILITARY SUCCESS CAN TEACH US A VALUABLE LESSON ABOUT THE KIND OF AMERICA WE ALL WANT -- AN AMERICA BASED ON EQUALITY OF OPPORTUNITY FOR ALL ITS CITIZENS.

OUR MILITARY GOT THE JOB DONE WITHOUT QUOTAS AND WITHOUT DISCRIMINATION -- IF ONLY THE REST OF OUR SOCIETY CAN MAKE THE SAME CLAIM.

LAST YEAR, PRESIDENT BUSH STOOD FOUR-SQUARE ON THE SIDE OF EQUAL OPPORTUNITY BY PROPOSING HIS OWN CIVIL RIGHTS BILL.

AND THEN, IN AN EFFORT TO REACH A NEGOTIATED COMPROMISE WITH THE DEMOCRATIC CONGRESS, THE PRESIDENT AND HIS KEY ADVISORS WALKED THE EXTRA MILE -- AND THEN SOME -- ONLY TO REJECT A BILL THAT MEANT MORE TO THE AMERICAN TRIAL LAWYERS ASSOCIATION THAN TO THE CAUSE OF CIVIL RIGHTS.

THIS YEAR, THE PRESIDENT'S COMMITMENT TO CIVIL RIGHTS REMAINS AS FIRM AS EVER.

DURING LAST WEDNESDAY'S JOINT SESSION, THE PRESIDENT DENOUNCED THE SCOURGE OF DISCRIMINATION, PROMISING TO DRAFT A BILL THAT CONFRONTS DISCRIMINATION HEAD-ON.

TODAY, THE PRESIDENT HAS DELIVERED ON THIS PROMISE.

I AM JOINING WITH MY DISTINGUISHED COLLEAGUE IN THE HOUSE, REPUBLICAN LEADER BOB MICHEL, IN INTRODUCING PRESIDENT BUSH'S CIVIL RIGHTS ACT OF 1991.

TO HIS CREDIT, THE PRESIDENT HAS PROPOSED A BILL THAT RESTORES THE CAREFUL BALANCE OF TITLE VII, NOT ONE THAT TRANSFORMS TITLE VII INTO A NATIONAL TORT LAW.

AND THE PRESIDENT HAS PROPOSED A BILL THAT STANDS FOR RACIAL JUSTICE AND EQUAL OPPORTUNITY, NOT QUOTA JUSTICE AND EQUAL RESULTS.

THE CIVIL RIGHTS ACT OF 1991 HAS PLENTY OF FIREPOWER -- NOT ONLY FOR OUR NATION'S MINORITIES, BUT FOR THE WOMEN OF AMERICA.

IT OVERTURNS THE SUPREME COURT'S PATTERSON DECISION BY EXPANDING THE COVERAGE OF SECTION 1981 TO INCLUDE RACIAL HARASSMENT ON-THE-JOB.

IT OVERTURNS THE SUPREME COURT'S DECISION IN LORANCE VERSUS AT&T TECHNOLOGIES BY ALLOWING AN EMPLOYEE TO CHALLENGE A DISCRIMINATORY SENIORITY PLAN AT ANY TIME AFTER THE PLAN'S ADOPTION.

IT OVERTURNS THE SUPREME COURT'S WARDS COVE DECISION BY SHIFTING THE BURDEN OF PROOF TO THE EMPLOYER ONCE THE PLAINTIFF SHOWS THAT AN EMPLOYMENT PRACTICE CAUSES A DISPARATE IMPACT.

IT CODIFIES THE GRIGGS DECISION BY ADOPTING -- WORD-FOR-WORD -- THE SO-CALLED GRIGGS DEFINITION OF "BUSINESS NECESSITY."

AND MOST IMPORTANTLY, THE CIVIL RIGHTS ACT OF 1991 ESTABLISHES -- FOR THE FIRST TIME IN OUR NATION'S HISTORY -- A FEDERAL MONETARY REMEDY -- UP TO \$150,000 -- FOR THE VICTIMS OF SEXUAL HARASSMENT AND HARASSMENT BASED ON DISABILITY.

LATER THIS YEAR, WE WILL DEBATE ALL OF THESE ISSUES.

IT WILL BE A DEBATE BETWEEN A REAL CIVIL RIGHTS BILL, THE PRESIDENT'S BILL, AND A QUOTA BILL WHOSE SPONSORS WERE SMART ENOUGH TO GIVE IT A PLEASANT-SOUNDING CIVIL RIGHTS LABEL.

IT IS MY HOPE THAT WE CAN AVOID THIS DEBATE, THAT WE CAN STOP PLAYING POLITICS WITH CIVIL RIGHTS, THAT WE CAN CHOOSE THE PATH OF FAIRNESS AND RESPONSIBILITY.

THIS WON'T BE MY DECISION. IT WON'T BE THE PRESIDENT'S DECISION.

IT'S A DECISION THAT ONLY CONGRESS CAN MAKE.

CONGRESS CAN CHOOSE POLITICS OVER GOOD POLICY.

IT CAN CHOOSE TO PASS A QUOTA BILL, A POLITICAL BILL, A LAWYER'S BILL.

OR WE CAN PASS LEGISLATION THAT TAKES A FAIR AND RESPONSIBLE APPROACH TO THE VERY REAL PROBLEMS OF SEXUAL HARASSMENT AND RACIAL DISCRIMINATION.

THE CHOICE IS OURS.

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