

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.