

CIVIL RIGHTS/AFFIRMATIVE ACTION

1 Hadassah, the Women's Zionist Organization of America, Inc., reaffirms its historic commitment
2 to civil and women's rights, and to ensuring equality of opportunity for all Americans. We
3 recognize that discrimination persists and that such discrimination has long-lasting, deleterious
4 effects on our society as a whole and on specific groups.

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6 Hadassah continues to support efforts towards the elimination of such discrimination. This
7 includes vigorous enforcement of existing civil rights laws and approval of new measures to
8 ensure equal treatment under the law.

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10 Hadassah supports the continued utilization of affirmative action programs to redress past and
11 present discrimination in employment and education on the basis of race and gender. Hadassah
12 asserts that affirmative action does not mean hiring, promoting or admitting persons who are
13 unqualified. Ability remains the basic criterion.

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15 Hadassah holds that quota systems undermine the very principle of equality which we so cherish.
16 Nonetheless, we believe that affirmative action programs are an essential component of
17 ultimately realizing a "level playing field" and a race- and gender-blind society. Hadassah
18 believes that the aims of affirmative action are best achieved with goals and timetables.