



CIVIL RIGHTS AND AFFIRMATIVE ACTION

Bob Dole believes that Americans should be judged as individuals, on the basis of their own unique talents and abilities, and not on the basis of the color of their skin, ethnic background, or gender. He supports conscientious enforcement of our anti-discrimination laws and efforts to remedy past discrimination against specific individuals. He also supports efforts to recruit qualified women and minorities, so long as these efforts do not resort to preferences. Bob Dole, however, opposes quotas, set-asides, and other government preferences that favor individuals simply because they belong to a particular group. "The key," he recently wrote, "is to guarantee the opportunity to compete, not rig the results of the competition with quotas, set-asides, and other preferences."

Bob Dole believes that pursuing civil rights requires addressing the daunting problems that deny a fair opportunity not only to minorities, but to Americans of all ages, races and backgrounds. He supports welfare reform that will strengthen the two-parent family. He supports giving low-income parents the option to choose the school--public or private--that best serves their children's needs. He also believes that America must confront the scourge of crime, violence, and drugs that is literally killing off our inner cities.

A Proven Record of Leadership

Bob Dole has proven his commitment to protecting the civil rights of all Americans:

- Bob Dole voted for the Civil Rights Act of 1964 and the Voting Rights Act of 1965.
- In 1967, Bob Dole voted for the Age Discrimination in Employment Act, which protects older employees and job applicants from age discrimination in employment. In 1990, Senator Dole supported the expansion and clarification of the ADEA to protect older workers from the loss of their employee benefit plans due to age discrimination.
- In 1977, Bob Dole voted to prohibit the Department of Health, Education, and Welfare from using funds to enforce race- or sex-related goals, quotas, or other numerical requirements in hiring and admissions.
- Bob Dole was instrumental in extending the Voting Rights Act in 1982.
- In 1989, Senator Dole was a leading force in the successful effort to pass the Americans with Disabilities Act, which is the first federal law comprehensively to protect individuals with disabilities from discrimination in employment, public services, transportation, and telecommunications.
- Last year, Bob Dole introduced the Equal Opportunity Act of 1995, which would prohibit the Federal government from granting group preferences in three areas: federal contracting, federal employment, and programs wholly administered by the federal government.

Leadership For the Future

As President, Bob Dole will ensure that individuals are not treated differently because of skin color or gender. He will lead America in the pursuit of a new civil rights agenda that will ensure equal opportunity for all Americans.