

**PROPOSED RESOLUTION #9**

Submitted by: Policy & Bylaws Task Force

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BE IT RESOLVED THAT AzDHA:

Rescind Policy 22-83

~~The ASDHA supports the concept that equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.~~

**Justification:**

This is not appropriate AzDHA policy. Bias and discrimination due to a person’s sex is outlawed in the United States by a range of state and federal statutes: Title IX covers education or programs that receive federal money; the Civil Rights Act of 1964 bars employment discrimination; and the Equal Pay Act asserts men and women must get equal pay for equal work. The concept of equal rights (or non-discrimination) is embedded in our Code of Ethics which guides us to “achieve high levels of ethical consciousness, decision-making, and practice by the members of the profession.” Furthermore, the wording of this policy comes directly from the proposed Equal Rights Amendment (ERA) to the U.S. Constitution which reads “Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex” and therefore might be taken to oblige the Association to support its ratification. Such efforts do not align well with our vision or mission.

**RECOMMENDATIONS**

General Assembly Task Force	Board of Directors	General Assembly
Acceptable for consideration	<u>X</u> Adopt	Adopt
Makers were asked to withdraw	Adopt as amended	Adopt as amended
Administrative	Refer	Refer
Ongoing procedure	Reject	Reject
Included in budget	Other	Other
Conflict with the Bylaws		
Conflict with existing policy		
Duplication of current policy		
<u>X</u> Not Reviewed		