



Business and
Professional
Women/USA

**PUBLIC POLICY RESOLUTION
Civil Rights Tax Relief Act**

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WHEREAS, eradicating gender discrimination in the workplace is the top legislative priority for Business and Professional Women/USA (BPW/USA); and

WHEREAS, nationally, women, on average, are paid only 73 cents for every dollar their male counterparts are paid; and

WHEREAS, a lawsuit is sometimes the only recourse to end gender discrimination in the workplace; and

WHEREAS, currently, discrimination awards are not exempt from federal taxation; and

WHEREAS, this policy pushes recipients of discrimination awards into a higher income-tax bracket for the year they recover those damages; and

WHEREAS, Senator Collins (R-ME) and Representative Deborah Pryce (R-OH) have introduced the **Civil Rights Tax Relief Act (S. 917, H.R. 840)**, which would update current law thereby permitting individuals receiving back-wage awards to be taxed over the number of years for which the award was designed to compensate; and

WHEREAS, the **Civil Rights Tax Relief Act (S. 917, H.R. 840)** maintains bi-partisan support, including support from the U.S. Chamber of Commerce and the American Small Business Alliance; and therefore be it

RESOLVED that BPW/USA will work to support the **Civil Rights Tax Relief Act (S. 917, H.R. 840)**, thereby restoring real remedies for discrimination cases by eliminating taxes on emotional distress awards; and therefore be it

RESOLVED FURTHER, that BPW/USA strongly encourages BPW members to lobby their Senators and Representatives to support the **Civil Rights Tax Relief Act (S. 917, H.R. 840)**.

Adopted July 2002