



## Legislation Text

---

**File #:** 030523, **Version:** 0

---

030523  
ORIGINAL

ALD. GORDON, PRATT, JOHNSON-ODOM, HINES, WADE, DAVIS AND RICHARDS  
Resolution urging the federal Equal Employment Opportunity Commission to provide full opportunity for formal public comment on proposed changes relating to its structure and operations, to undertake a comprehensive analysis of the potential effects of the proposed changes prior to implementation, and to keep the local EEOC office open to continue to provide service to the community. This resolution urges the federal Equal Employment Opportunity Commission to provide full opportunity for formal public comment on proposed changes recommended by the National Academy of Public Administration relating to the EEOC's structure and operations, and to undertake a comprehensive analysis of their potential effects prior to implementation. The resolution further urges the commission to keep the local office open so that it can continue to provide service to the community.

Whereas, The Equal Employment Opportunity Commission (EEOC) was created as part of Title VII of the Civil Rights Act of 1964 to enforce federal statutes relating to employment discrimination based on race, sex, color, religion or national origin; and

Whereas, The EEOC's duties and responsibilities have expanded over the years, including the enforcement of the Age Discrimination in Employment Act of 1967, the Pregnancy Discrimination Act of 1978, and the Americans with Disabilities Act of 1990; and

Whereas, In FY 2002, the EEOC handled more than 84,000 charges, the majority of which involved allegations of sex and/or race discrimination -30.2% and 35.4%, respectively, with the age discrimination complaints being the fastest growing category; and

Whereas, While the core mission of the EEOC remains the same today as it was at its inception, the enforcement challenges it faces are ever changing; and

Whereas, It is critical that the EEOC continue to demonstrate its commitment to eliminating all forms of unlawful employment practices and ensuring that all people are treated fairly in the workplace; and

Whereas, The National (NAPA) Academy of Public Administration released a report in February 2003, making recommendations that would significantly alter the structure and operations of the EEOC; and

Whereas, This report recommends that the EEOC "establish a nationwide, toll-free National Call Center staffed by individuals who have been thoroughly trained in responding to questions about EEOC's mission and services and in taking charges over the phone"; and

Whereas, The NAPA report further recommends reducing "brick and mortar" costs by establishing a network of lead offices and closing and relocating some field offices; and

Whereas, While the City of Milwaukee supports efforts to make the EEOC more efficient, it believes that it is crucial that any proposed changes do not harm the ability of claimants to vindicate their rights by erecting obstacles to individuals seeking to file their claims; and

Whereas, The potential closure of local offices and accompanying reduction in EEOC services may make it more difficult for certain claimants to travel to an office, send the wrong message about the EEOC's commitment to reach out to underserved communities and reverse much of the progress the EEOC has achieved over the years; and

Whereas, The EEOC office in the City of Milwaukee has been and continues to be vital in providing service to residents, and in advancing the overall mission of the commission; and its closure would seriously harm those efforts; now, therefore, be it

Resolved, By the Common Council of the City of Milwaukee, that the City of Milwaukee urges the EEOC to provide full opportunity for formal public comment on said proposals, and to undertake a comprehensive analysis of their potential effects prior to implementation; and, be it

Further Resolved, That the City of Milwaukee further urges the EEOC to keep the local Milwaukee office open so that it can continue to serve the community; and, be it

Further Resolved, That the City Clerk shall forward a copy of this resolution to the EEOC.

LRB03292-1  
TWM/cac  
6/27/2003