



American Association for Access, Equity and Diversity
Statement on the Passing of President George Herbert Walker Bush
Association of equal opportunity professionals acknowledges the service of the Forty-First President of the United States and the civil rights protections he advanced

For Immediate Release: December 5, 2018
Contact: Shirley J. Wilcher, Executive Director
240-893-9475
execdir@aaaed.org
www.aaaed.org

Washington, DC, December 5, 2018 – The American Association for Access, Equity and Diversity (AAAED), an association of equal employment opportunity (EEO), diversity and affirmative action professionals, acknowledges the recent passing of the nation’s forty-first President of the United States, George Herbert Walker Bush. “On this National Day of Mourning, AAAED offers its condolences to the family of President Bush,” said AAAED President Richard Anthony Baker, MPA, JD, Ph.D. “We wish to express our sincere appreciation for his leadership in the enactment of the Americans with Disabilities Act (ADA) of 1990 and other civil rights laws during his administration” he added.

Founded in 1974 as the American Association for Affirmative Action (AAAA), AAAED is a national not-for-profit association of professionals working in the areas of compliance and diversity. AAAED has 44 years of leadership in providing professional training to members, enabling them to be more successful and productive in their careers. It also promotes understanding and advocacy of affirmative action and other equal opportunity and related compliance laws to enhance the tenets of access, inclusion and equality in employment, economic and educational opportunities.

The Americans with Disabilities Act (ADA) of 1990 is the landmark civil rights legislation that has propelled the inclusion of individuals with disabilities in all aspects of American life: employment, education, public facilities and other segments of society that others often take for granted. “While we have much work to do before there is full equality of opportunity for individuals with disabilities, we owe President Bush a debt of gratitude for signing this historic piece of legislation,” stated President Baker.

Bush also signed two additional civil rights laws: The Civil Rights Act of 1991 and the Older Workers Benefit Protection Act of 1990. The Civil Rights Act of 1991 is considered the most comprehensive civil rights legislation enacted since the Civil Rights Act of 1964. This law, signed by President George H.W. Bush after amendments were approved, strengthened the employment protections of minorities and

women by codifying the “disparate impact” standard upheld in the Supreme Court case of *Griggs v. Duke Power*. This standard does not require proving discriminatory intent, but allows plaintiffs to challenge neutral policies that may have an adverse effect on members of protected groups. The law also provided for compensatory and punitive damages and jury trials.

Another law signed by President Bush was the Older Workers Benefit Protection Act of 1990, which prohibits employers from denying benefits to workers on the basis of age. “President Bush was above all a statesman, and presided during an age of bipartisanship, when the work of the people could be accomplished despite our political differences,” said AAAED Executive Director Shirley J. Wilcher.

For more information about AAAED, go to www.aaaed.org . Information about the AAAED 45th National Conference and Annual Meeting in June, 2019 may be found at <https://www.aaaed.org/aaaed/Conference.asp> .



###