

**Resolution of the U.S. Equal Employment Opportunity Commission  
Condemning Violence, Harassment, and Bias Against Asian Americans and  
Pacific Islanders in the United States**

**WHEREAS** the U.S. Equal Employment Opportunity Commission (Commission or EEOC), established by the landmark Civil Rights Act of 1964, is the principal federal agency charged with enforcing the nation’s laws prohibiting employment discrimination; and

**WHEREAS** the 1964 Civil Rights Act, which created the Commission, was passed by overwhelming bipartisan majorities in both chambers of Congress; and

**WHEREAS** President Lyndon B. Johnson declared at the July 2, 1964 signing ceremony that the purpose of the 1964 Civil Rights Act is “to promote a more abiding commitment to freedom, a more constant pursuit of justice, and a deeper respect for human dignity”; and

**WHEREAS** Title VII of the Civil Rights Act of 1964 protects individuals against harassment and other forms of employment discrimination on the basis of race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), and national origin; and

**WHEREAS** advancing equal employment opportunity for people of all races, national origins, and ethnicities is critical to guaranteeing safety and security in the workplace; and

**WHEREAS** the Commission seeks to prevent and remedy barriers to equal employment opportunity based on race, color, and national origin, including those that impact Asian American and Pacific Islander (AAPI) communities; and

**WHEREAS** anti-AAPI racism and xenophobia related to the COVID-19 pandemic has put AAPI persons, families, and communities at risk; and

**WHEREAS** nationwide crimes and reports of bias-motivated harassment against AAPI communities have increased over the past year, and AAPI-owned businesses have been targeted for discrimination; and

**WHEREAS** hatred, bigotry, and violence have a devastating impact on workers; and

**WHEREAS** the Commission remains resolute in its commitment to advancing equal opportunity and justice for all people in the workplace; and

**WHEREAS** all members of AAPI communities must be treated with dignity and respect at work and in all other aspects of their lives:

**THEREFORE, BE IT RESOLVED THAT** – the U.S. Equal Employment Opportunity Commission condemns in the strongest possible terms the recent violence, harassment, and acts of bias against AAPI persons; expresses our heartfelt sympathy to and solidarity with victims and their families; and reaffirms our commitment to combat racism, xenophobia, harassment, and all other forms of discrimination against AAPI persons and communities and to ensure equal opportunity, inclusion, and dignity for all throughout the nation’s workplaces.

Signed this 19<sup>th</sup> day of March, 2021.

Charlotte A. Burrows  
Chair

Jocelyn Samuels  
Vice Chair

Keith E. Sonderling  
Commissioner



Janet Dhillon  
Commissioner

Andrea R. Lucas  
Commissioner