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that kind of problem has worked real hardship to prospective employees, but at this juncture we don't have the ability to come in and say to the employer, take more care to make certain that jobs are more available to all persons irrespective of their own situation, and what Senator Marsh is attempting to do is to make certain that we have that ability to do exactly those things and to make certain that we have decent employment practices in this state. Now I submit that kind of standard is not going to work significant hardships on employers, because that standard is not different from the federal standard, and in fact will basically improve employment practices in this area. I therefore rise to support Senator Marsh's amendment.

PRESIDENT LUEDTKE: The Chair recognizes Senator Fowler.

SENATOR FOWLER: Mr. President and members of the Legislature, I rise to support Senator Marsh's amendment because I think this tries to keep in the bill something that's fairly substantive. It seems fairly easy this morning to make light of the problem of sex discrimination and to kind of joke with Senator Marsh about this bill as Senator Reutzel did. It seems fairly easy this morning to let racial slurs go by without being challenged, and it seems very easy for this Legislature to refuse to take seriously the problems of race discrimination, and sex discrimination, because in fact the majority of us in this Legislature, the overwhelming majority have never really personally had to confront that. I think Senator Johnson and Senator Hoagland have pointed out the legal aspects of the extra burden of the term intentionally that was added to make it difficult for the Equal Opportunity Commission to ever prove a case of discrimination. I think without Senator Marsh's amendment we'll have before us a bill that has symbolic value, some psychological value, and certainly I'm not going to say that that is not without worth to try and change some of the language in the psychological attitudes in our statutes as far as the relationship of men and women, but with Senator Marsh's amendment we might actually go a little further beyond the symbols and actually try and address some questions that this Legislature generally does not want to recognize, and that is the basic problem that on the basis of race, or on the basis of sex, that there is such a thing as discrimination in this society that has been around for a long, long time, that's had very brutal affects on our society, that has caused deep scars within our society, and that perhaps we might some time