

A DEFINITION OF FAIRNESS

AFFIRMATIVE ACTION:

any measure, beyond simple termination of a discriminatory practice, that permits the consideration of race, national origin, sex, or disability, along with other criteria, and which is adopted to provide opportunities to a class of qualified individuals who have either historically or actually been denied those opportunities and/or to prevent the recurrence of discrimination in the future.

— *U.S. Commission on Civil Rights,
Office of the General Counsel,
Briefing Paper for the U.S. Commission on Civil Rights:
Legislative, Executive and Judicial Development
of Affirmative Action, Washington, D.C., Mar. 1995.*



ACLU

AMERICAN CIVIL LIBERTIES UNION