

**PROPOSITION \_\_\_\_**  
**HOUSE CONCURRENT RESOLUTION 2019**  
**discrimination; preferential treatment; prohibition**

**ANALYSIS BY LEGISLATIVE COUNCIL**

1            Proposition \_\_\_\_ would amend the Arizona Constitution to ban affirmative action  
2 programs that give preferential treatment to or discriminate against any individual or  
3 group on the basis of race, sex, color, ethnicity or national origin in the operation of  
4 public employment, public education or public contracting. This proposition does not  
5 prohibit bona fide qualifications based on sex that are reasonably necessary to the normal  
6 operation of public employment, public education or public contracting. This proposition  
7 would not prohibit action necessary to prevent a loss of federal funding to the state and  
8 would not invalidate any existing court orders. The remedies for violations of this  
9 proposition would be the same as for violations of current antidiscrimination laws. This  
10 proposition applies to the state, counties, cities, towns, special districts and other political  
11 subdivisions of the state, including school districts, public universities and community  
12 college districts.

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14            This proposition would apply only to actions that are taken after the effective date  
15 of this proposition.