



**national association
to advance
fat acceptance**

**We Come In All Sizes....
Understand It.
Support It.
Accept It.**

EMPLOYMENT DISCRIMINATION

NAAFA'S OFFICIAL POSITION:

The National Association to Advance Fat Acceptance demands that fat individuals have equal access to employment. Firing, hiring, and promotion decisions should be based upon an applicant's or employee's qualifications, competence, and abilities—not on their size.

NAAFA ADVOCATES:

- The introduction, passage, enactment, and enforcement of local, state and federal legislation which adds "height and weight" to the categories protected under statutory laws on equal employment opportunities.
- That all employers, both public and private, hire and promote without prejudice towards size differences.
- That employers provide adequate space, equipment and furniture to allow persons of size to comfortably and safely perform all jobs for which they are qualified.
- That employers substitute performance tests for height and weight restrictions when hiring, promoting or retaining employees.
- That existing affirmative action programs include "height and weight" as a factor to be considered when promoting diversity among employees.
- That attorneys, career counselors, and employment agencies, both public and private, actively assist fat people in fighting for equal access in employment.
- That fat job seekers assert their rights to equal employment opportunities and publicly protest any discriminatory policies, actions, or attitudes they encounter while seeking employment.

EMPLOYMENT DISCRIMINATION

NAAFA RESOLVES TO:

- Educate the public, the media, employers, career counselors, and employment agencies as to the problems of size discrimination in employment.
- Provide advice and emotional support to individuals facing overt or covert size discrimination in employment.
- Assist plaintiffs and/or their attorneys engaged in litigation involving size discrimination in employment by providing them with referrals to expert witnesses who might testify on their behalf.