



Constance S. Barker Commissioner

Constance Smith Barker was sworn in July 14, 2008 as a Commissioner of the U.S. Equal Employment Opportunity Commission (EEOC). Commissioner Barker was nominated by President George W. Bush on March 31, 2008, and unanimously confirmed by the Senate on June 27, 2008 to serve the remainder of a five-year term expiring on July 1, 2011.

Commissioner Barker has a strong interest in women's issues and is focusing her efforts on the continuing problem of workplace sexual violence against migrant farmworker women. Many of these women are young Latinas who are subjected to repeated rape and other acts of sexual violence by males in positions of authority on the job. Migrant farmworker women are particularly vulnerable because of language and cultural barriers and because of their general unawareness of Title VII's

protections against sexual violence in the workplace. Commissioner Barker is committed to strengthening the EEOC's enforcement efforts against this heinous form of unlawful discrimination.

Commissioner Barker brings to the Commission extensive experience in labor and employment law, including experience in both the private and public sectors. Prior to her appointment to the Commission, she was a shareholder for 13 years at the law firm of Capell & Howard, P.C. in Montgomery, Alabama. As a member of the firm's Labor and Employment Section, she provided corporate training on various aspects of the employment discrimination laws, provided advice and counsel to clients and defended corporate clients in discrimination lawsuits. Her public sector experience includes serving for 11 years as General Counsel for the Mobile County Public School System, a large city and county-wide school system in Mobile, Alabama. While in private practice in Mobile, she also served as a part-time municipal judge for two Alabama municipalities and was actively involved in the juvenile justice system. Commissioner Barker also worked for four years as a prosecutor, serving as an Assistant District Attorney, first for the 11th Judicial Circuit of Alabama and later for the 13th Judicial Circuit. In her role as a prosecutor, she tried numerous jury as well as bench trials.

In 2007, Commissioner Barker was awarded the Alabama State Bar's Award of Merit for outstanding constructive service to the legal profession. She was cited for her work as Co-Chairman of the Alabama Judicial Campaign Oversight Committee which monitored Alabama judicial election campaigns in 2006. Additionally, while serving on the Board of Directors of the Mobile Area YWCA, she co-chaired the YWCA's widely attended annual empowerment conference for Alabama women – the Bay Area Women's Conference.

A native of Florence, Alabama, Commissioner Barker was awarded a juris doctor from the University of Alabama School of Law in 1977. She attended St. Mary's College in South Bend, Indiana and was awarded a bachelor's degree from Notre Dame University in 1973, where she was in the first class of women to graduate from that previously all-male institution. While at Notre Dame, she also studied for a year in Angers, France at l'Université Catholique de l'Ouest. Commissioner Barker and her husband, Carl, have a daughter, Christina Aune, who is an investment banker in New York City.
