



## Legislation Details (With Text)

**File #:** ID 21-0084    **Version:** 1    **Name:**  
**Type:** Ordinance    **Status:** Passed  
**File created:** 1/14/2021    **In control:** City Council  
**On agenda:** 1/19/2021    **Final action:** 1/19/2021  
**Title:** Ordinance to Amend the Greensboro Code of Ordinances Chapter 12 Division Iv - Discrimination to Add "Sex" to Certain Provisions, to Define Sex to Include Sexual Orientation, Gender Identity, and Gender Expression, and to Interpret "Race" and National Origin" so as to Include Discrimination Based on Hair or Hairstyles

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 21-0084 Amending Chapter 12 Human Rights.pdf

Date	Ver.	Action By	Action	Result
1/19/2021	1	City Council	adopt as amended	Pass

Ordinance to Amend the Greensboro Code of Ordinances Chapter 12 Division Iv - Discrimination to Add "Sex" to Certain Provisions, to Define Sex to Include Sexual Orientation, Gender Identity, and Gender Expression, and to Interpret "Race" and National Origin" so as to Include Discrimination Based on Hair or Hairstyles

Council Priority: Exceptional Customer Service and a Diverse City Government Workforce.

Department: Legal  
Council District: All

Public Hearing: No  
Advertising Date/By: N/A

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**PURPOSE:**

Council previously enacted protections for the LGBTQ community through Code amendments designed to expand protections for sexual orientation, gender identity and gender expression. Those amendments were nullified by NCGA legislative prohibitions associated with HB2. Since those prohibitions have sunset, and since civil rights laws have progressed in the interim, there now is a need to further amend Chapter 12 Article IV on discrimination to extend the previously enacted protections for the LGBTQ community and to also provide protections to persons who suffer discrimination due to their hair. Therefore the definitions of the covered categories is being expanded with respect to employment so that "sex" is defined to include sexual orientation, gender identity and gender expression and that "race" and "national origin" are now defined to include hair texture and hairstyle.

**BACKGROUND:**

In 2015, the Council amended the City Code to include protections for sexual orientation, gender identity and gender expression. As a part of the fallout from HB2, the North Carolina General Assembly enacted legislation to nullify the impact of local government anti-discrimination enactments. The legislative prohibitions were set to sunset as of December 1, 2002 in subsequent legislation known as the “compromise”. The Council desires to amend Chapter 12 Article IV to the protected categories of “sex” as well as “race” and “national origin” to provide the above described protections.

**BUDGET IMPACT:**

None.

**RECOMMENDATION / ACTION REQUESTED:**

It is recommended that City Council approve this reauthorization allowing the prior amendments to become effective immediately.