



Legislation Text

File #: ID 21-0100, **Version:** 1

Resolution Reauthorizing 2015 Nondiscrimination Ordinances

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

Department: Legal
Council District: All

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

Contact 1 and Phone: Chuck Watts, 373-2320
Contact 2 and Phone: Alan Andrews, 373-2602

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, there now need to be a reauthorization of those prior amendments which remained present in the Code. There is also the need to expand protections for persons who suffer discrimination due to their hair. Therefore the interpretation of the covered categories is being expanded so 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 sunset as of December 1, 2002. The Council needs to reauthorization its prior enactments. The City Code needed to be further amended to include that the protected categories of race and a national origin be interpreted to include protections for hair texture and hair style.

BUDGET IMPACT:

None.

RECOMMENDATION / ACTION REQUESTED:

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