



Legislation Details (With Text)

<b>File #:</b>	15-2571	<b>Version:</b>	1	<b>Name:</b>	
<b>Type:</b>	Policy Item	<b>Status:</b>		Approved	
<b>File created:</b>	2/16/2016	<b>In control:</b>		City Council Business Meeting	
<b>On agenda:</b>	2/22/2016	<b>Final action:</b>		2/22/2016	
<b>Title:</b>	Non-Discrimination Ordinance				
<b>Attachments:</b>	1. Memo from City Attorney, 2. Non-Discrimination Ordinance Amendments - 2016, 3. Non Discrimination Ordinance packet, 4. Feb 19 Supplemental Packet.pdf				

Date	Ver.	Action By	Action	Result
2/22/2016	1	City Council Business Meeting	Approve	Pass

**Non-Discrimination Ordinance**

**Action:**

**Consider adopting an ordinance amending the City Code by adding marital status, familial status, sexual orientation, gender identity, and gender expression to the list of protected characteristics in the commercial non-discrimination, public accommodations, and passenger vehicles for hire ordinances.**

**Staff Resource(s):**

Bob Hagemann, City Attorney’s Office  
Ron Carlee, City Manager’s Office  
Willie Ratchford, Community Relations Committee

**Explanation**

- The proposed ordinance as drafted would:
  - Add marital status, familial status, sexual orientation, gender identity, and gender expression to the list of protected characteristics in the commercial non-discrimination and passenger vehicles for hire ordinance, as well as the list of protected characteristics that the Community Relations Committee is authorized to make recommendations for legislation or other actions to eliminate or reduce discrimination and to approve or disapprove plans to eliminate discrimination through the conciliation process, and
  - With regard to the public accommodation ordinance, add “sex” and the five new characteristics to the general prohibition of discrimination and delete the current separate section dealing with discrimination based on sex in restaurants, hotels, and motels.
- At the Dinner Briefing on February 8, 2016, the City Council received a presentation from the City Attorney on the history of Charlotte’s non-discrimination ordinances, possible amendments, and legal issues related thereto.
- Also on February 8, 2016, the Director of Community Relations Committee and the Director of the Community Building Initiative discussed the forum that they hosted on February 1, 2016, at which approximately 275 people participated.
- The City Council agreed at the dinner briefing to have the proposed amendments placed on Council Business Meeting Agenda for consideration on February 22, 2016, if answers had been provided to the Council’s questions.
- On February 17, 2016, the City Council received a comprehensive report based on questions raised about the proposals.
- Previously the City Council discussed these items as follows:

- Dinner Briefing on November 24, 2014,
  - Dinner Briefing on February 9, 2015, and
  - Business Meeting on March 2, 2015, that included more than 110 speakers over a 3.5 hour period.
- As proposed, the ordinance would be effective April 1, 2016.

**Attachment**

Memo from City Attorney

Ordinance

Non-Discrimination Ordinance Packet