

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 339-11

AN ORDINANCE

amending Chapter 12 of the City Code to prohibit certain discrimination based on gender identity; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. Chapter 12 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 12-18. Functions, powers and duties.

The commission shall have the following functions, powers and duties:

- (1) To formulate and carry out educational programs designed to minimize or eliminate those discriminatory practices made unlawful by Article III of this chapter.

...

- (6) To encourage fair treatment for all persons regardless of age as it relates to employment, race, color, religion, sex, national origin, ancestry, marital status, handicap, sexual orientation, gender identity or familial status as it relates to housing.

...

Sec. 12-32. Definitions.

For the purposes of this article, the following words and terms shall have the meanings respectively ascribed:

...

Family. This word includes a single individual.

Gender identity. The gender-related identity, appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth.

Handicap. A physical or mental impairment resulting in a disability unrelated to a person's ability to perform the duties of a particular job or position for which otherwise the person would be eligible and qualified for employment or promotions; to utilize the existing public accommodations; to acquire, rent or maintain property; to enter into a loan or other financial transaction for the purpose of purchasing, constructing, improving, repairing or maintaining real property; or to participate as a member in those organizations or facilities specified in section 12-41(1)—(3) of this article.

...

Protected category. Race, color, religion, sex, national origin, ancestry, marital status, handicap, ~~or sexual orientation~~ or gender identity.

...

SECTION 2. This ordinance shall be in full force and effect from and after its passage.

PASSED this _____ day of _____, 2011.

ATTEST:

City Clerk

Mayor and Presiding Officer


APPROVED AS TO FORM:

City Counselor

Source:

Agenda Item No. _____

Law Department **FISCAL and VISION NOTES:**

TO: City Council
FROM: City Manager and Staff
DATE: November 14, 2011 
RE: Amendment to the Human Rights Ordinance to Prohibit Discrimination Based on Gender Identity

City Fiscal Impact Enter all that apply:	
\$0	City's current net FY cost.
\$0	Amount of Funds Already appropriated
\$0	Amount of budget amendment needed
\$0	Estimated 2 yr net costs:
\$0	One-time
\$0	Operating / On-going
Program Impact:	
N	New program/ agency (Y/N)
N	Duplicates/expands an existing program (Y/N)
N	Fiscal impact on any local political subdivision (Y/N)
Resources Required:	
N	Requires add'l FTE personnel? (Y/N)
N	Requires additional facilities? (Y/N)
N	Requires additional capital equipment? (Y/N)
Mandates:	
N	Federal or state mandated? (Y/N)
Vision Implementation Impact Enter Below All That Applies: Refer to Website:	
Y	Vision Impact? (Y/N or if N, go no further)
Item #4	Primary Vision, Strategy and/or Goal Item#
Item #	Secondary Vision, Strategy and/or Goal Item#
Task #	FY10/FY11 Implementation Task#

EXECUTIVE SUMMARY:

At the request of the Mayor, a council bill has been drafted that would amend the City's Human Rights ordinance to prohibit discrimination based on gender identity.

DISCUSSION:

PROMO, a Missouri statewide organization advocating for lesbian, gay, bisexual, and transgender equality, has requested that Columbia's nondiscrimination ordinance be updated to prohibit discrimination based on gender identity.

A bill has been drafted that would add a definition of "gender identity" to Chapter 12 of the City Code and include gender identity in the definition of "protected category."

"Gender identity" would be defined as, "The gender-related identity, appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth."

The proposed amendments would prohibit discrimination against transgendered individuals in housing, employment and public accommodations.

FISCAL IMPACT:

None.

VISION IMPACT:

This amendment is consistent with the Vision Statement indicating that Columbia's future is one where we embrace and help create a welcoming, just, responsive, proactive, understanding, and respectful environment for residents and visitors alike – celebrating, rather than denigrating our collective diversity.

SUGGESTED COUNCIL ACTION:

Passage of the ordinance if the council wishes to prohibit discrimination based on gender identity.