

City of Ann Arbor

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Legislation Details (With Text)

File #: 22-0647 Version: 1 Name: 4/18/22 Ordinance to Amend Chapter 112 (Non-

Discrimination)

Type: Ordinance Status: Passed

File created: 4/18/2022 In control: City Council

On agenda: 5/5/2022 Final action: 5/5/2022

Enactment date: 4/18/2022 Enactment #: ORD-22-09

Title: An Ordinance to Amend Chapter 112 (Non-Discrimination), Sections 9:150, 9:151, 9:156, and 9:159,

Title IX of the Code of the City of Ann Arbor To Update Definitions of Gender Expression, Gender Identity, and Sexual Orientation; Reorder Definitions; Add Definition of Religion to Include Prohibition Against Religious-Based Hair and Head Coverings Discrimination; and To Remove Requirement that

Complaint be Filed within 180 Days (ORD-22-09)

Sponsors: Elizabeth Nelson, Travis Radina, Christopher Taylor

Indexes:

Code sections:

Attachments: 1. ORD-22-09 Briefed and Approved.pdf, 2. ORD-22-09 Briefed.pdf, 3. Ordinance to Amend Chapter

112 (Non-Discrimination).pdf, 4. ORD-22-09 Approval Notice.pdf, 5. WLN clipping ORD-22-09 Non-

Descrimination - Public Hearing Notice.pdf

Date	Ver.	Action By	Action	Result
5/5/2022	1	City Council	Held and Closed	
5/5/2022	1	City Council	Adopted on Second Reading	Pass
4/18/2022	1	City Council	Approved on First Reading	Pass

An Ordinance to Amend Chapter 112 (Non-Discrimination), Sections 9:150, 9:151, 9:156, and 9:159, Title IX of the Code of the City of Ann Arbor To Update Definitions of Gender Expression, Gender Identity, and Sexual Orientation; Reorder Definitions; Add Definition of Religion to Include Prohibition Against Religious-Based Hair and Head Coverings Discrimination; and To Remove Requirement that Complaint be Filed within 180 Days (ORD-22-09)

The Human Rights Commission recommends the following updates to the Non-Discrimination Ordinance:

- 1. Adding definition of "Religion" to clarify that the ordinance protects against religious-based hairstyle discrimination, including religious head coverings.
- 2. Changing some of the definitions (Gender Identity, Gender Expression, Sexual Orientation) to match the definitions in the more-recently passed Conversion Therapy Ban ordinance.
- 3. Removing the requirement that complainants file their complaint with the HRC within 180 days.
- 4. Re-ordering references to the list of protected categories to make "ethnicity" listed in alphabetical order.
- 5. Switching the order of how complaints are resolved to have informal mediation take place first to match the current practice.

Prepared by: Margaret Radabaugh, Deputy City Attorney (See Attached Ordinance)

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Sponsored by: Councilmembers Nelson and Radina and Mayor Taylor