



## Legislation Text

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**File #:** 22-0647, **Version:** 1

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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.

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**(See Attached Ordinance)**

Sponsored by: Councilmembers Nelson and Radina and Mayor Taylor