



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Law

To: City Council

From: City Manager & Staff

Council Meeting Date: July 20, 2020

Re: Amending Chapter 12 of the City Code to Establish Nondiscrimination Employment Policies for Businesses Providing Services to the City

## Executive Summary

Staff has prepared for Council consideration an ordinance amending Chapter 12 of the City Code to establish nondiscrimination employment policies for businesses providing services to the City.

## Discussion

On March 3, 2020, the Human Rights Commission (HRC) unanimously passed a motion to send a report to the Council to recommend that the City Council adopt legislation establishing a City contractor nondiscrimination ordinance. The City Council reviewed HRC's report during its June 15, 2020 meeting.

HRC worked with Law Department staff to develop the proposed ordinance to require all contractors doing business with the City of Columbia to adopt a nondiscrimination employment policy based upon any legally protected category recognized pursuant to city, state or federal law. The proposed amendment to the City Code is in alignment with the City of Columbia's Principles of Community, as adopted by the City Council on April 2, 2018 (Resolution No. R48-18.)

## Fiscal Impact

Short-Term Impact: Cost neutral

Long-Term Impact: Cost neutral

## Strategic & Comprehensive Plan Impact

### [Strategic Plan Impacts:](#)

Primary Impact: Social Equity, Secondary Impact: Operational Excellence, Tertiary Impact: Economy

### [Comprehensive Plan Impacts:](#)

Primary Impact: Economic Development, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable



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## Legislative History

Date	Action
06/15/2020	REP32-20 - Commission on Human Rights Report in Support of a Proposed City Contractor Nondiscrimination Ordinance.
04/02/2018	R48-18 - Affirming and adopting Principles of Community.

## Suggested Council Action

Passage of the ordinance amending Chapter 12 of the City Code to establish nondiscrimination employment policies for businesses providing services to the City.