

Esteemed Members of the City Council –

Before you at this meeting is a series of suggested updates to Chapter 12 that have gone through the Law Department. These edits were prompted by the prior memo we drafted, which was presented to at the April 2<sup>nd</sup>, 2018 council meeting. In addition to those, we seek to add a few further updates that were not included in our original request, and as such the Law Department has asked that we make a separate request.

These stem from a few sources: the recently passed Principles of Community (also at the April 2<sup>nd</sup> meeting), the changes to the national Human Right's Campaign's Municipal Equality Index (MEI), and further discussion by the Commission.

1. Veteran Status as a protected category: This was noted in the Principles of Community, which we discussed as a reason to include it in the list of protected categories since we are already updating Chapter 12.
2. An enumerated citywide anti-bullying policy: This is requested per the new standards of the MEI in order to help us maintain our perfect score from last year. While several departments of the city have their own anti-bullying policies, the MEI requires an overarching citywide policy.
3. Removal of religious exemptions from chapter 12 protections: This is also to make up more points on the MEI. State and federal exemptions remain in place for religious organizations, so it's unlikely that removing such exemptions from chapter 12 will have a material effect locally.

Thank you for your time and understanding. I look forward to working with you, and testifying on behalf of this memo at an upcoming Council meeting.

Zach Rubin  
Chair, Commission on Human Rights