

Introduced by Treece

First Reading 11-20-17

Second Reading 12-4-17

Ordinance No. 023402

Council Bill No. B 354-17

AN ORDINANCE

amending Chapter 19 of the City Code relating to employment discrimination; 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 19 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. 19-159. Filling of positions.

(a) The recruitment and selection process for all classified and unclassified positions in the city service shall be coordinated by the human resources department. Applicants, regardless of race, creed, color, marital status, national origin, political affiliation, religion, sex, age, sexual orientation, gender identity or disability (see section 19-176 and section 19-146) will be given equal consideration based on their total qualifications and background. For purposes of this definition, sex discrimination shall include, but not be limited to, discrimination because of or on the basis of pregnancy, childbirth or related medical conditions. All placement activities will be conducted in accordance with the city's equal employment opportunity affirmative action program. Department heads shall notify the human resources department as far in advance as possible of any requirements for new personnel, setting forth such information as requested by the human resources department. The director will then certify names of those best-qualified individuals to the department head for final selection.

Sec. 19-176. General policy.

(a) It is the policy of the city to promote and ensure equal opportunity for all persons (without regard to race, creed, color, marital status, national origin, religion, sex, age, sexual orientation, gender identity, disability, political affiliation or ancestry) employed or seeking employment, using city facilities or being serviced by the city. For purposes of this definition, sex discrimination shall include, but not be limited to, discrimination because

of or on the basis of pregnancy, childbirth or related medical conditions. The policy of equality applies to every aspect of city employment practice and policy involving all activity areas.

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Sec. 19-181. General provisions.

(a) Any collective bargaining agreements which the city may enter into will be in accordance with the principles of placement, promotion and/or transfer of employees without regard to race, creed, color, marital status, national origin, political affiliation, religion, disability, sex, age, sexual orientation, gender identity or ancestry; and shall be consistent with EEO goals. For purposes of this definition, sex discrimination shall include, but not be limited to, discrimination because of or on the basis of pregnancy, childbirth or related medical conditions.

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Sec. 19-225. Guidelines for corrective action.

(a) The seriousness of an offense will often vary with the circumstances prevailing at the time it occurred and the motives which prompted it. All factors must be considered when determining the appropriate action to take in a particular situation. The violations set forth in this provision may be considered as just cause for suspension or discharge. The list of offenses presented here does not purport to be all inclusive; neither is it intended that these guidelines should be rigidly followed.

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(1) Obtaining materials or leave time based on fraudulent information; dishonesty; stealing; and other criminal acts.

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(10) Disregard for the city's EEO affirmative action policy prohibiting discrimination on the basis of race, creed, color, marital status, national origin, religion, sex, age, sexual orientation, gender identity, disability, political affiliation or ancestry. For purposes of this definition, sex discrimination shall include, but not be limited to, discrimination because of or on the basis of pregnancy, childbirth or related medical conditions.

Sec. 19-237. Grievances, complaints and disciplinary reviews.

(a) All classified employees shall have the right, except as specified herein, to utilize the grievance, complaint and disciplinary review procedures of this division when they believe an action taken against them was without just cause. The grievance, complaint and disciplinary review procedures of this division shall not be available to the following:

(1) Probationary employees.

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(3) Employees or job applicants who feel they have been discriminated against based on race, creed, color, religion, sex, age, sexual orientation, gender identity, national origin, ancestry, marital status, political affiliation or disability. For purposes of this definition, sex discrimination shall include, but not be limited to, discrimination because of or on the basis of pregnancy, childbirth or related medical conditions. Such discrimination cases shall be handled pursuant to section 19-182.

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

PASSED this 4th day of December, 2017.

ATTEST:



City Clerk



Mayor and Presiding Officer

APPROVED AS TO FORM:



City Counselor