



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 20, 2017

Re: Amending Chapter 19 relating to employment discrimination

Executive Summary

Staff has prepared for Council consideration an ordinance amending Chapter 19 of the Code of Ordinances to provide additional protections against employment discrimination because of or on the basis of pregnancy, childbirth, related medical conditions, and/or familial status.

Discussion

City Council approved B 321-17 on November 6, 2017. That ordinance was requested by the Human Rights Commission and changed Section 12-32 to clarify that sex discrimination includes discrimination because of or on the basis of pregnancy, childbirth or related medical conditions. The language is similar to language contained in the federal Pregnancy Discrimination Act. That ordinance also makes employment discrimination based upon familial status unlawful.

It is City practice to amend Chapter 19 discrimination-related ordinances to match any changes adopted in Chapter 12. This ordinance makes those changes in the five sections of Chapter 19 that include discrimination definitions and/or references.

Fiscal Impact

Short-Term Impact: None

Long-Term Impact: None

Strategic & Comprehensive Plan Impacts

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Legislative History

Date	Action
1/3/2012	Ord. No. 21206
9/21/1998	Ord. No. 15754
7/16/1990	Ord. No. 12678

Suggested Council Action

Adoption of the ordinance.