



Department Source: Law

To: City Council

From: City Manager & Staff

Council Meeting Date: October 16, 2017

Re: Amendments to Chapter 12 Related to Employment Discrimination

Executive Summary

An ordinance amending Chapter 12 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

The Human Rights Commission sent a report to council requesting changes to Chapter 12 to provide additional protections from employment discrimination. To address their concerns, staff has prepared an ordinance to amend Chapter 12.

This ordinance proposes changes to Section 12-32 which will clarify that sex discrimination includes discrimination because of or on the basis of pregnancy, childbirth or related medical conditions. This language is similar to that contained in the federal Pregnancy Discrimination Act. Additionally, the ordinance would make employment discrimination based upon familial status unlawful.

Fiscal Impact

Short-Term Impact: None.

Long-Term Impact: None.

Strategic & Comprehensive Plan Impacts

Strategic Plan Impacts:

Primary Impact: Economy, Secondary Impact: Social Equity, Tertiary Impact: Not Applicable

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
11/7/16	Council received Report 79-16 from the Human Rights Commission requesting an ordinance addressing reproductive non-discrimination.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Suggested Council Action

Should the Council wish to amend Chapter 12 of the City Code to provide additional protections against employment discrimination, an affirmative vote is in order.