

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 131-18

AN ORDINANCE

amending Chapter 12 of the City Code to provide for additional protected categories and to update terminology; 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 12 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. 12-1. Purposes of chapter.

The purposes of this chapter are:

- (1) To prohibit discrimination in employment, housing and public accommodation based on race, color, religion, sex, national origin, ancestry, marital status, disability, sexual orientation, ~~or gender identity~~ or expression, receipt of governmental assistance, alienage or citizenship status, status as a victim of sexual or domestic violence, or order of protection status.

...

Sec. 12-18. Functions, powers and duties.

The commission shall have the following functions, powers and duties:

- (1) To formulate and carry out educational programs designed to minimize or eliminate those discriminatory practices made unlawful by Article III of this chapter.

...

- (6) To encourage fair treatment for all persons regardless of age as it relates to employment, race, color, religion, sex, national origin, ancestry, marital status, disability, sexual orientation, gender identity or expression, receipt of governmental assistance, alienage or citizenship status, status as a victim of

sexual or domestic violence, or order of protection status, or familial status as it relates to housing.

...

Sec. 12-32. Definitions.

For the purposes of this article, the following words and terms shall have the meanings respectively ascribed:

Alienage or citizenship status. The status of a person, lawfully admitted and present in the United States of America, either for permanent residence, for temporary residence, as a refugee, or through the granting of asylum.

Commission. The commission on human rights.

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Gender identity or expression. The gender-related identity, appearance, expression, behavior or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth.

...

Labor organization. This term includes any organization which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or for other mutual aid or protection in relation to employment.

Order of protection status. The status of applying for or obtaining an order of protection pursuant to Chapter 455 RSMo or comparable law.

Person. One (1) or more individuals, partnerships, associations, corporations, legal representatives, trustees, trustees in bankruptcy, fiduciaries, receivers, or other organized groups of persons.

Protected category. Race, color, religion, sex, national origin, ancestry, marital status, disability, sexual orientation, ~~or~~ gender identity or expression, receipt of governmental assistance, alienage or citizenship status, status as a victim of sexual or domestic violence, or order of protection status. 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.

Public accommodation. All places or businesses offering or holding out to the general public, goods, services, privileges, facilities, advantages and accommodations for

the peace, comfort, health, welfare and safety of the general public, and such public places providing food, shelter, recreation and amusement.

Receipt of governmental assistance. The receipt of any form of financial contribution or assistance from the government.

Rent. To lease, to sublease, to let or otherwise to grant for a consideration the right to occupy a dwelling not owned by the occupant.

Respondent. A person against whom a complaint has been filed with the commission concerning a discriminatory practice.

Sexual orientation. ~~Male or female homosexuality, heterosexuality and bisexuality, by preference, practice or as perceived by others, but not including sexual preference or practice between an adult and a minor.~~ The preference or practice of homosexuality, heterosexuality, asexuality, and bisexuality, or some combination thereof, by consenting adults, or as perceived by others, but not including sexual preference or practice between an adult and a minor.

Status as a victim of sexual or domestic violence. The status of being subjected to acts of domestic or sexual violence, including but not limited to the crimes of domestic assault, harassment, stalking, rape, sodomy, child molestation, sexual misconduct, sexual abuse, human trafficking as those crimes are defined under any state or federal law.

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Sec. 12-34. Employment.

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(f) Notwithstanding any other provisions of this article, it shall not be unlawful discrimination because of citizenship status that which is otherwise required in order to comply with law, regulation, or executive order, or required by federal, state, or local government contract, or which the United States Attorney General determines to be essential for an employer to do business with an agency or department of the federal, state, or local government.

...

Sec. 12-75. Administration of registry.

- (a) The declaration of domestic partnership form shall require each registrant to:
 - (1) Affirm that ~~he or she~~ the registrant meets the requirements of section 12-73 of this article;

- (2) Provide the mailing address of the common residence; and
- (3) Sign the form attesting that all statements are true and correct.

...

Sec. 12-76. Termination of domestic partnership.

- (a) *Termination.* A domestic partnership ends when:
 - (1) One (1) of the domestic partners dies, marries a person other than their domestic partner, or enters into a civil union or registered domestic partnership with someone other than ~~his or her~~ the person's registered domestic partner; or

...

Sec. 12-77. Rights of registered domestic partnership.

(a) *Use of and access to city facilities.* All facilities owned and operated by the city, including but not limited to recreational facilities, shall allow the registered domestic partner of a user, and ~~his or her~~ either partner's dependents, to be included in any rights and privileges accorded a spouse and children for purposes of use and access to city facilities.

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

PASSED this _____ day of _____, 2018.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor