

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 187-22

AN ORDINANCE

amending Chapter 12 and Chapter 19 of the City Code to change all references in the City Code relating to a “victim of sexual or domestic violence” to “survivor of sexual or domestic violence”; 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, gender identity or expression, receipt of governmental assistance, alienage or citizenship status, status as a ~~victim~~survivor 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:

...

- (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-survivor~~ 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:

...

Protected category. 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-survivor~~ 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.

...

Status as a ~~victim-survivor~~ 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.

...

Sec. 12-34.1. Nondiscrimination employment policies for businesses providing services to the city.

All contracts of the city shall obligate the contractor to comply with this article and with any state or federal laws or regulations relating to unlawful employment practices in connection with any work to be performed thereunder, and require the contractor to include the obligation of such compliance in all subcontracts. Each city contractor shall have an employee nondiscrimination policy in accordance with the requirements of this article, and such policy shall prohibit discrimination based upon 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-survivor~~ of sexual or domestic violence, order of protection status, or any other legally protected category recognized pursuant to this code and state or federal law.

...

SECTION 2. 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. 19-4. Definitions.

As used in this chapter, the following terms shall have the meanings indicated in this section:

...

Protected category. 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~~survivor of sexual or domestic violence, or order of protection status as these terms are defined in section 12-32 of this code, and any other protected category recognized under federal, state or local law. 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. For purposes of Chapter 19, protected category also includes creed, age, and political affiliation.

...

SECTION 3. This ordinance shall be in full force and effect from and after its passage.

PASSED this _____ day of _____, 2022.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor