

Introduced by \_\_\_\_\_

First Reading \_\_\_\_\_

Second Reading \_\_\_\_\_

Ordinance No. \_\_\_\_\_

Council Bill No. B 39-23

### **AN ORDINANCE**

amending Chapter 12 of the City Code to add source of income as a protected category under discriminatory practices; amending Chapter 19 of the City Code relating to the definition of protected categories; 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 survivor of sexual or domestic violence, ~~or order of protection status~~, or source of income.
- (2) To prohibit discrimination in employment based on age as provided for in article III of this chapter.
- (3) To prohibit discrimination in housing based on familial status as provided for in Article III of this chapter.
- (4) To secure for all individuals within the city freedom from any discriminatory practice made unlawful by Article III of this chapter.
- (5) To implement within the city the policies embodied in Missouri and Federal Human Rights Legislation, and to promote cooperation between the city and the state and federal agencies enforcing that legislation.

- (6) To provide a city commission on human rights which is dedicated to the elimination of discriminatory practices made unlawful by Article III of this chapter.

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#### 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.
- (2) To receive complaints alleging any discriminatory practices made unlawful by Article III of this chapter.
- (3) To endeavor to eliminate discriminatory practices made unlawful by Article III of this chapter by conference, conciliation and persuasion.
- (4) To provide mediation services to resolve incidences of alleged discriminatory practices made unlawful by Article III of this chapter.
- (5) To cooperate with other organizations, private and public, to discourage discrimination.
- (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 survivor of sexual or domestic violence, or order of protection status, ~~or~~ familial status as it relates to housing, or source of income.
- (7) To advise the city council on human rights issues.
- (8) To hold public hearings on the state of human rights and relations in the city and on specific human rights issues.
- (9) To sponsor or initiate specifically targeted workshops and on-going programs to improve human relations and to decrease tensions in the city.
- (10) To present informational programs on human rights to school, business, service and other organizations.

- (11) To adopt rules, regulations and guidelines pertaining to the investigation and disposition of complaints consistent with the provisions of this chapter.
- (12) To make recommendations to the city manager for funding human rights enhancement activities.

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#### 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.

...

*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 survivor of sexual or domestic violence, ~~or order of protection status, or source of income.~~ 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.

...

*Sexual orientation.* 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.

*Source of income.* Any source of money paid to an individual or family or on behalf of an individual or family, including, but not limited to:

- (1) Money derived from any lawful profession, occupation, or activity;
- (2) Money derived from any contract, agreement, loan, settlement, court order (such as court-ordered child support or alimony), gift, grant, bequest, annuity, or life insurance policy; and
- (3) Money derived from any benefit or subsidy program. Benefit or subsidy programs include, but are not limited to: any housing assistance, such as Housing Choice vouchers, Veterans Affairs Supportive Housing (VASH) vouchers, tribal grants or vouchers, or any other form of housing assistance

payment or credit, whether or not paid or attributed directly to a landlord, public assistance, emergency rental assistance, tribal or Native American benefit programs, veterans benefits, social security or other retirement program, supplemental security income, or other program administered by any federal, state, or local agency or nonprofit entity.

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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 survivor of sexual or domestic violence, order of protection status, source of income, 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:

*Classification.* A grouping of city positions which are substantially alike in duties and responsibilities and which require substantially the same qualifications.

...

*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 survivor of sexual or domestic violence, ~~or order of protection status~~, or source of income 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.

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

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

ATTEST:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

\_\_\_\_\_  
City Counselor