



City of Norman, OK

Municipal Building
Council Chambers
201 West Gray
Norman, OK 73069

Master

File Number: R-1920-34

File ID: R-1920-34

Type: Resolution

Status: Consent Item

Version: 1

Reference: Item 24

In Control: City Council

Department: Legal Department

Cost:

File Created: 09/17/2019

File Name: Amended Accessibility and Inclusion Statement
Resolution

Final Action:

Title: RESOLUTION R-1920-34: A RESOLUTION OF THE COUNCIL OF THE CITY OF NORMAN, OKLAHOMA, ADOPTING AN AMENDED ACCESSIBILITY AND INCLUSION STATEMENT TO INCORPORATE LANGUAGE PROTECTING AGAINST DISCRIMINATION BASED ON SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION, AND MARITAL STATUS, INCLUDING MARRIAGE TO A PERSON OF THE SAME SEX, EFFECTIVE SEPTEMBER 26, 2019, IN COMPLIANCE AND ACCORDANCE WITH THE CITY'S AMENDED CIVIL RIGHTS ORDINANCE ADOPTED ON AUGUST 27, 2019.

Notes: ACTION NEEDED: Motion to adopt or reject Resolution R-1920-34.

ACTION TAKEN: _____

Agenda Date: 09/24/2019

Agenda Number:

Attachments: R-1920-34, Exhibit A - Accessibility and Inclusion
Statement, R-1819-114

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Effective Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:

Text of Legislative File R-1920-34

Body

BACKGROUND: On May 28, 2019, as part of the City's implementation of the Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan, City Council adopted Resolution R-1819-114, adopting the City's Accessibility and Inclusion Statement. This Accessibility and Inclusion Statement includes the City's policy against discrimination and retaliation based on certain enumerated protected classes. On August 27, 2019, City Council passed Ordinance

O-1920-2, which amended the City's Civil Rights Ordinance, Chapter 7, to add express protections against discrimination and retaliation based on sexual orientation, gender identity or expression, and marital status, including marriage to a person of the same sex. Resolution R-1920-41 adopts an amended Accessibility and Inclusion Statement that includes these protections.

DISCUSSION: Resolution R-1920-41 amends the "Short Version" Self Evaluation and Transition Plan Recommended Wording and the ADA Non-Discrimination Contract Clause to add "sexual orientation, gender identity or expression," and "marital status, including marriage to a person of the same sex," to the list of specific enumerated classes protected from discrimination and retaliation.

These classifications are being added in compliance and accordance with the City's amended Civil Rights Ordinance, O-1920-2, passed on August 27, 2019, effective September 26, 2019.

RECOMMENDATION: Staff recommends approval of Resolution R-1920-34 adopting the City's amended Accessibility and Inclusion Statement in compliance and accordance with the City's amended Civil Rights Ordinance adopted on August 27, 2019.