

## NORMAN HUMAN RIGHTS COMMISSION MINUTES

October 26, 2015

The Norman Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, met in the Municipal Complex located at 201 W. Gray Street on October 26, 2015, at 5:30 p.m., and notice and agenda of the meeting were duly posted 24 hours prior to the beginning of the meeting.

PRESENT: Commissioners Mary Lou Drywater, Daniel Dukes, Kay Ham, Amyie Kao, Marjaneh Seirafi-Pour, Harry Wright

ABSENT: Commissioner Jose Dela Cruz

STAFF PRESENT: Kristina Bell, Jayme Rowe,  
Officer Ali Jaffery

OTHERS PRESENT: Mayor Cindy Rosenthal,  
Sarah Greenwood, Stephanie Penate, Troy Stephenson

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Item 5, being:

LEGAL UPDATE ON RECENT HUD, EEOC AND FEDERAL COURT DECISIONS REGARDING SEXUAL ORIENTATION AND GENDER IDENTITY DISCRIMINATION AS SEX DISCRIMINATION UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964.

Kristina Bell, Assistant City Attorney and legal staff to the Human Rights Commission, presented a legal update on recent court rulings regarding sexual orientation and gender identity discrimination under Title VII of the Civil Rights Act of 1964. Ms. Bell explained the history of this issue as it has developed through Executive Orders, HUD and EEOC decisions and through the judicial system, including the case of *United States of America and Dr. Rachel Tudor v. Southeastern Okla. State Univ.*, Case No. CIV-15-324-C, 2015 WL 4606079, at \*2 (W.D.Okla. July 10, 2015), which is currently pending in the Western District of Oklahoma.

Mr. Stephenson, representing Freedom Oklahoma, commented that Ms. Bell's summary was very complete and agreed that the *Tudor* case was an important case to watch. The Mayor mentioned that City Ordinances should be clarified regarding any perception of uneven rights. She suggested that Council be briefed on the case law and a recommendation to provide clarity to our Ordinances would be timely.

Commissioner Wright moved that the Human Rights Commission would recommend that Norman City Council be briefed by Legal staff and, additionally, the Commission would like to encourage Council to act to provide policy clarification in light of new EEOC rulings and HUD regulations. The motion was duly seconded by Commissioner Seirafi-Pour and a vote was taken with the

following result:

YEAS: Commissioners Drywater, Dukes, Ham, Kao, Seirafi-Pour and Wright

NAYES: None

The Chair declared the motion carried; and the recommendation will be presented to the Council.

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