

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.

- § 1. WHEREAS, the Norman City Council adopted its first Americans with Disabilities Act (ADA) Transition Plan on May 11, 1993; and
- § 2. WHEREAS, the City of Norman adopted an updated ADA Self-Evaluation and Transition Plan via Resolution R-1718-110 on June 26, 2018; and
- § 3. WHEREAS, the City of Norman adopted an Accessibility and Inclusion Statement via Resolution R-1819-114, on May 28, 2019; and
- § 4. WHEREAS, the City of Norman's Accessibility and Inclusion Statement confirmed the City's recognition of responsibilities to provide equal access to employment; effective communication; and programs, activities, and services provided by the City as well as published the City's anti-discrimination and anti-retaliation policy; and
- § 5. WHEREAS, the City of Norman passed Ordinance O-1920-2, amending the City's Civil Rights Ordinance, Chapter 7 of the Code, 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, on August 27, 2019; and
- § 6. WHEREAS, adoption of an amended Accessibility and Inclusion Statement incorporates these additional protections in compliance and accordance with the City's recent Civil Rights Ordinance amendments.



NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NORMAN, OKLAHOMA:

- § 7. THAT the City of Norman hereby adopts Exhibit "A," an amended Accessibility and Inclusion Statement, attached hereto and made a part hereof; and
- § 8. THAT such amended Accessibility and Inclusion Statement be effective as of September 26, 2019.

PASSED AND ADOPTED this 24<sup>th</sup> day of September, 2019.

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Mayor

ATTEST:

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City Clerk