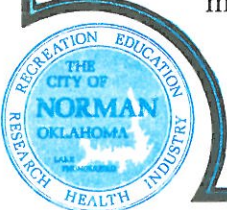


A RESOLUTION OF THE COUNCIL OF THE CITY OF NORMAN ACKNOWLEDGING RECENT DEVELOPMENTS IN FEDERAL LAW INTERPRETING TITLE VII SEX DISCRIMINATION PROTECTION PROHIBITING SEX BASED CONSIDERATIONS IN EMPLOYMENT AND IN CHAPTER 7 OF THE CITY OF NORMAN CODE OF ORDINANCES TO INCLUDE GUARDING AGAINST CONSIDERATION OF SUCH ASSUMPTIONS OR STEREOTYPES STEMMING FROM SEXUAL ORIENTATION OR GENDER IDENTITY AND SETTING FORTH THE POLICY OF THE CITY OF NORMAN THAT THE REASONING PROVIDED THEREIN BE INCORPORATED INTO CITY POLICY WHEN ADDRESSING SUCH ISSUES.

- § 1. WHEREAS, on August 19, 1986, the City of Norman adopted Ordinance O-8687-2 prohibiting discrimination against citizens based on race, color, religion, ancestry, sex, national origin, age, place of birth, handicap, or familial status; and
- § 2. WHEREAS, in Chapter 7, Section 7-101 of the Code of the City of Norman, it is the stated policy that all citizens of this community shall have an equal opportunity to purchase, rent, lease or occupy housing accommodations, or to avail themselves of public accommodations, and have an equal opportunity in the job market and the social and economic life of the City, without regard to race, color, religion, ancestry, sex, national origin, age, place of birth, handicap, or familial status; and
- § 3. WHEREAS, on July 22, 2008, the City of Norman adopted Resolution R-0809-12 joining the National League of Cities' Partnership for Working toward Inclusive Communities and affirming inclusion as a fundamental aspect of the community; and
- § 4. WHEREAS, under the Norman City Charter, the City Council, as the governing body for the City of Norman, is the policy making body, and the City Manager is charged with administrative responsibility to administer and enforce City policies and ordinances; and
- § 5. WHEREAS, the City Council, as governing body, desires to formally express to the City Manager its intent regarding certain City policies and ordinances related to sex discrimination issues; and
- § 6. WHEREAS, the U. S. Supreme Court has recently extended federal protection under the 14th Amendment to the U. S. Constitution to include the fundamental right of all citizens to have equal access to marriage regardless of sexual orientation, and to protect such marriages and the children being raised in those marriages; and



- § 7. WHEREAS, interpreting the City of Norman's existing prohibition against sex discrimination in Chapter 7 of the City of Norman Code of Ordinances to include assumptions and stereotypes associated with discrimination based on sexual orientation and gender identity would be consistent with the interpretation given such language under Title VII of the Civil Rights Act of 1964 by the Equal Employment Opportunity Commission (EEOC) for all workplaces with 15 or more employees and with the federal government's policy to prohibit discrimination based on sexual orientation and gender identity within executive branch civilian employment and employees of federal contractors; and
- § 8. WHEREAS, interpreting the City of Norman's existing prohibition against sex discrimination in Chapter 7 of the City of Norman Code of Ordinances to include assumptions or stereotypes associated with sexual orientation and gender identity would be consistent with the interpretation of such language under the Fair Housing Act by the federal Department of Housing and Urban Development (HUD), EEOC guidance, and trends in U.S. Supreme Court jurisprudence and would further the City's policy of inclusion to ensure that all citizens shall enjoy equal rights.

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

- § 9. THAT the City Manager of the City of Norman be directed to administer all City personnel policies prohibiting discrimination based on sex in such a manner that respects the Council's policy guidance to guard against use of assumptions or stereotypes associated with sexual orientation and gender identity; and
- § 10. THAT the City Manager of the City of Norman be directed to administer City policy consistent with this Resolution, and further be directed to administer Chapter 7 of the City of Norman Code of Ordinances, wherein sex discrimination is prohibited, in such a manner that respects the Council's policy guidance to guard against use of assumptions or stereotypes associated with sexual orientation and gender identity.
- §11 THAT notice of this Resolution shall be made accessible to the public on the City's website and in its relevant public documents.

PASSED AND ADOPTED this _____ day of _____, 2015.

Mayor

ATTEST: