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#### **Sec. 4-1004. POLICY OF NONDISCRIMINATION.**

- (a) The policy of the City of Raleigh is, and *shall* be, to oppose any discrimination based on actual or perceived age, mental or physical disability, sex, religion, race, color, sexual orientation, gender identity or expression, familial or marital status, economic status, veteran status or national origin in any aspect of modern life. For purposes of this article, discrimination based on race and national origin *shall* include discrimination based on an individual's hair texture or hairstyle, if that hair texture or that hairstyle is commonly associated with a particular race or national origin, including, but not limited to, braids, locks, twists, tight coils or curls, cornrows, Bantu knots, and Afros.
- (b) The administration, committees, commissions, and boards of the *City* are hereby directed to use their full power and resources, as by law duly given, to prohibit and discourage discrimination as hereinabove mentioned.
- (c) The City Manager and the City Attorney are directed to include within the terms of all contracts of and grants from the *City* a nondiscrimination provision which will carry out the effect of this section; provided that nothing in this section *shall* be construed to encroach upon the powers or immunities of *the State* or Federal governments.
- (d) The City Manager is directed to establish such policies as will insure that there is no discrimination in any function or area of *City* government.
- (e) Recognizing the substantial benefits that an equitable, diverse, and inclusive community provides, the *City* supports those community members and businesses whose efforts support a community free from discrimination. Equity, diversity and inclusion are cornerstones of a strong local economy and commercial activities within the *City* should support economic growth and not hamper it. The *City* will not tolerate illegal discrimination and encourages its corporate and individual community partners to oppose discrimination in all forms. All citizens of the *City*, individual and corporate, are hereby requested and urged to use their power and influence to the end that this *City shall* be one of equal opportunity for all citizens.

(Ord. No. 1969-889, 11-17-69; Ord. No. 1971-63, 3-4-71; Ord. No. 1973-425, §1, 5-21-73; Ord. No. 1985-594, §1, 6-18-85; Ord. No. 1988-106, §1, 1-5-88; Ord. No. 2014-360, §1, 10-21-14; Ord. No. 2021-175, §1, 1-5-21; Ord. No. 2021-262, §1, 7-6-21)

**Editor's note:** Ordinance No. 1973-425, §1, adopted May 21, 1973, amending §4-1004(a), has been included herein with the publication of Supplement No. 24 at the direction of the *City*.