

MUNICIPALITY	DATE OF ADOPTION	EFFECTIVE DATE	Summary of Nondiscrimination Ordinances Across the State of North Carolina
Town of Chapel Hill	1/13/2021	1/13/2021	<ul style="list-style-type: none"> • Ordinance amended Chapter 10-Licenses and Business Regulations to prohibit discrimination in employment and public accommodations, • Ordinance includes the following protected classes/categories: race, ethnicity, color, creed, sex, sexual orientation, gender identity, gender expression, national origin, national ancestry, marital status, familial status, pregnancy, veteran status, religion, religious belief or non-belief, age, disability. • Ordinance makes it unlawful to discriminate against or on the basis of one or more of the protected classes and provides for civil remedies. • Town Manager will decide how to craft an investigation.
Greensboro	1/19/2021	7/1/2021	<ul style="list-style-type: none"> • Ordinance amended the existing Declaration of Policy in Chapter 12-Human Rights, which encourages the elimination of discrimination because of race, color, religion, sex, handicap, familial status, or national origin to make it clear that the term sex explicitly includes gender identity and gender expression. • Ordinance makes it clear that the elimination of discrimination based upon race and national origin includes hair texture and hairstyles associated with both protected classes. • Ordinance prohibits discrimination in employment and public accommodations based upon the aforementioned protected categories with the expanded definitions. • Ordinance provides that employment and public accommodation complaints are investigated by the Human Rights Department; however, unresolved complaints are referred to the appropriate federal or state agency; complainant informed of the right to file a private action. • Fair Housing Ordinance was amended to expand the definition of sex, race and national origin as indicated above. • Greensboro is looking at adding enforcement options.

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Charlotte	8/9/2021	1/1/2022*	<ul style="list-style-type: none"> • Adopted nondiscrimination ordinance 8/9/2021. Employment provisions become effective 1/1/2022.* • Other provisions become effective 10/1/2021-Edits to public accommodations ordinance, etc. • Prohibits discrimination of members of protected class in public accommodations, facilities and services. • For hire companies, vehicle owners and drivers prohibited from refusing transportation services to a member of the protected class. • Prohibits advertising, publishing or posting a sign stating that member of protected class will be denied service. • Not a criminal offense. • A protected class includes race, sex, gender identity and gender expression. • Prohibits discrimination against individual because of hairstyle and sexual orientation. • Complaints heard by Conciliation Committee.
Durham (City)	1/19/2021	7/1/2021	<ul style="list-style-type: none"> • Ordinance amended Chapter 34-Human Relations and renamed said chapter as Nondiscrimination. • The general purpose of said Chapter is to "...provide individuals within the City of Durham freedom from discrimination in connection with housing, employment, and public accommodations, because of race, color, religion, national origin, sex, disability, familial status, military status, sexual orientation, gender identity, and protected hairstyles to promote harmony in human relations and to prevent commercial advantage from unethical practices." • Ordinance will be enforced by Human Relations Commission. • Fair Housing Ordinance was amended to include additional protected classes: military status, sexual orientation, gender identity, or protected hairstyle. • Ordinance provides for criminal and civil remedies.
Winston-Salem	Info Item for CD/H/GG Committee 8/10/2021		<ul style="list-style-type: none"> • Nondiscrimination ordinances in Public Accommodations and Employment. • Enforced by Human Relations Department • Outreach • Complaint and Conciliation process • Civil Enforcement (injunction relief) • Ordinances effective 1/1/2022. Civil Enforcement effective 3/1/2022.

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Town of Hillsborough	1/11/2021	1/11/2021	<ul style="list-style-type: none"> • Ordinance amended city code and created new Section 5-11.a to prohibit discrimination in places of accommodation and employment. • Discrimination "...means any difference in treatment based on race, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age, or disability." • Ordinance provides for criminal remedies, but also has reference to injunctive relief. • Chief of Police may be the enforcement arm.
Raleigh	1/5/2021	1/5/2021	<ul style="list-style-type: none"> • Ordinance, which was adopted some time ago, provides a policy of nondiscrimination which states, in part, "...that 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." • Ordinance encourages corporate and community partners to oppose discrimination. • The City Council amended said policy to add the following paragraph: "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." • Ordinance applies to the city's operations including boards and commissions and city contracts. • Raleigh continues to examine the city's authority to adopt additional provisions with enforcement options.
Town of Carrboro	1/12/2021	1/12/2021	<ul style="list-style-type: none"> • Ordinance amended city code to prohibit discrimination in employment and public accommodations. • Ordinance defines discrimination to "...mean any difference in treatment based on race, natural hair or hairstyles, ethnicity, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief or non-belief, age, or disability." • Ordinance makes it unlawful to discriminate against or on the basis of one or more of the protected classes and provides for civil remedies and criminal remedies.

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Orange County	1/19/2021	1/19/2021	<ul style="list-style-type: none"> • Ordinance amended Chapter 12 to prohibit discrimination in employment, public accommodations and housing. • Ordinance defines protected class to mean "...age (as defined in the Orange County Civil Rights Ordinance), race, ethnicity, color, national origin, religion, creed, sex, sexual orientation, gender, gender identity, gender expression, marital status, familial status, source of income, disability, political affiliation, veteran status, disabled veteran status." • Ordinance makes it unlawful to discriminate against or on the basis of one or more of the protected classes and provides for civil remedies and criminal remedies. • Ordinance prohibits discrimination in city contracting. • Enforced through the Orange County Civil Rights Ordinance. • Still checking on the details of the enforcement process.
Asheville	4/27/2021	7/1/2021	<ul style="list-style-type: none"> • Adopted Nondiscrimination in Public Accommodations and Employment Ordinances on 4/27/2021 to go into effect 7/1/2021.
Apex	6/8/2021	1/1/2022	<ul style="list-style-type: none"> • Adopted NDO Employment and Public Accommodations
Buncombe County	4/20/2021	7/1/2021	<ul style="list-style-type: none"> • Adopted Nondiscrimination in Public Accommodations and Employment Ordinances on 4/20/2021 to go into effect 7/1/2021.
Wilmington	9/7/2021	9/17/2021	<ul style="list-style-type: none"> • Adopted nondiscrimination ordinance in public accomondations. Civil penalties beginning with a fine of \$50.00 for first 12 consecutive months increasing to \$200.00 for a third and subsequent violations. City may enforce through equitable relief.
Chatham County	8/30/2021	10/1/2021	<ul style="list-style-type: none"> • Adopted nondiscrimination ordinance. Protected class includes pregnancy and medical conditions related to pregnancy and childbirth. County may seek equitable relief.