



Legislation Text

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**TO:** Mayor and Members of City Council

**THRU:** Karen McDonald, City Attorney  
Jay Toland, Assistant City Manager/CFO

**FROM:** Yamile Nazar, Interim Human Relations Director

**DATE:** September 27, 2021

**RE:**  
Modification to City of Fayetteville’s Human Relations Ordinance

**COUNCIL DISTRICT(S):**  
All

**Relationship To Strategic Plan:**

Goal 4: Desirable Place to Live, Work and Recreate

**Executive Summary:**

Council is asked to adopt the proposed modification to the City’s Human Relations Ordinance per a request by the Human Relations Commission. The proposed modifications would include expanding the groups identified under the City’s Human Relations Ordinance to include sexual orientation, gender identity and veterans.

**Background:**

Part II, Chapter 2, Article II, Sec. 2-39j of the City’s Human Relations Ordinance states that the Human Relations Director “may receive, investigate and seek and adjust for and with the Human Relations Commission, complaints or charges of discrimination within the city, based on race, color, religion, national origin, ancestry, sex, disability and age.”

At the Human Relations Commission’s regular meeting on August 12, 2021, the Commission unanimously reaffirmed its request that the City Council modify its Ordinance to add sexual orientation, gender identity and Veteran status to the groups referenced above. It is the Commission’s belief that this action will underscore the City’s commitment to Goal 4 involving a community that values diversity, inclusion and equity of treatment for all.

Several cities across North Carolina have adopted nondiscrimination ordinances. A few examples include Charlotte, Raleigh, Winston-Salem, and Wilmington.

**Issues/Analysis:**

Local governments have the authority to pass nondiscrimination ordinances. The proposed modification clarifies that discrimination based on sexual orientation, gender identify, and veteran status can be investigated by the Human Relations Director and Commission.

**Budget Impact:**

This individual action to modify the Ordinance will not increase contributions from the General Fund.

**Options:**

- 1) Approve the proposed modifications to the City's Human Relations Ordinance as listed above (recommended).
- 2) Do not approve the proposed modifications to the City's Human Relations Ordinance as listed above and provide direction to the City Manager.

**Recommended Action:**

The Human Relations Commission and City Staff recommend that the City Council move to approve the proposed modifications to the City's Human Relations Ordinance as listed above, as presented by the staff, with the conditions listed above. The Modification is consistent with the intent and spirit of the current ordinance which provides guidance to the Human Relations Commission and City Staff in support of its efforts aligned with Goal 4 which promotes Fayetteville as a desirable place to live, work and recreate.

**Attachments:**

Ordinance Amendment to Human Relations Ordinance  
Human Relations Commission Meeting Minutes from June 14, 2018  
Human Relations Commission Meeting Minutes from August 12, 2021.  
Slide Deck - Ordinance modification HRC  
Summary of various Nondiscrimination Ordinances  
Nondiscrimination Ordinances from Charlotte, Raleigh, Winston-Salem, and Wilmington