



City of Fayetteville

433 Hay Street
Fayetteville, NC 28301-5537
(910) 433-1FAY (1329)

Legislation Text

File #: 21-2189, Version: 1

TO: Mayor and Members of City Council

THRU: Jay Toland, Assistant City Manager/CFO

FROM: Yamile Nazar, Interim Human Relations Director

DATE: September 7, 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 June 14, 2018 (reaffirmed on 8/12/2021), the Commission unanimously voted to request that the City Council allow a modification to the aforementioned section of the 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.

Issues/Analysis:

The amended ordinance includes the following modifications:

- Part II, Chapter 2, Article II, Sec. 2-39j of the City's Human Relations Ordinance be modified to state 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, age, sexual orientation, gender identity and veteran status."

The Human Relations Commission and City staff recommends APPROVAL of the recommended modifications to the Human Relations Ordinance

- Part II, Chapter 2, Article II, Sec. 2-39j of the City's Human Relations Ordinance be modified to state 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, age, sexual orientation, gender identity and veteran status."

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

