

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OLYMPIA, WASHINGTON, AFFIRMING OLYMPIA'S COMMITMENT TO NONDISCRIMINATION BASED ON SEXUAL ORIENTATION OR GENDER IDENTITY, AND AUTHORIZING THE MAYOR TO SUPPORT AND JOIN ON THE CITY'S BEHALF, AN AMICUS CURIAE BRIEF IN THE UNITED STATES SUPREME COURT ON BEHALF OF TITLE VII'S BAN ON WORKPLACE SEX DISCRIMINATION AND OPPOSING THE REVOCATION OF NON-DISCRIMINATION PROTECTIONS FOR LGBTQ PEOPLE.

WHEREAS, the City of Olympia opposes unlawful discrimination in its policies and as set forth by state and federal laws; and

WHEREAS, discrimination based on sexual orientation is and should remain unlawful so the rights of all citizens are protected and all citizens are valued; and

WHEREAS, the United States Supreme Court will hear oral argument in the Fall 2019 term concerning Title VII's ban on workplace sex discrimination and how Title VII protects LGBTQ people from discrimination on the basis of sexual orientation or gender identity in a trio of pending cases entitled *R.G. & G.R. Harris Funeral Homes Inc. v. EEOC & Aimee Stephens*, *Altitude Express Inc. v. Zarda*, and *Bostock v. Clayton County*. The EEOC and many federal courts have recognized that anti-LGBTQ discrimination is a form of sex discrimination, a principle which should be affirmed by the United States Supreme Court; and

WHEREAS, the United States Supreme Court will decide whether to revoke Title VII's non-discrimination protections for LGBTQ people in the aforesaid trio of pending cases; and

WHEREAS, the State of Washington has anti-discrimination laws against sexual orientation, affirming the rights of all people to be free from the effects of discrimination in the workplace and in public accommodations; and

WHEREAS, the Mayor and City of Olympia has been asked by Mayors Against LGBTQ Discrimination to add its name to a growing list of supporters for an amicus brief to make their voices heard in a case that could have far-reaching impacts on LGBTQ persons and the LGBTQ community with respect to protections against employment discrimination under Title VII; and

WHEREAS, the amicus brief will be filed in support of the principle that anti-LGBTQ discrimination is a form of sex discrimination and the United States Supreme Court should affirm the protections provided by Title VII against such discrimination;

NOW, THEREFORE, THE OLYMPIA CITY COUNCIL DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. The City of Olympia reaffirms its on-going commitment to nondiscrimination based on sexual orientation in the workplace and in public accommodations.

Section 2. The Olympia City Council hereby authorizes the Mayor to sign on behalf of the City of Olympia, the amicus brief to be filed by Mayors Against LGBTQ Discrimination in the United States Supreme Court in a trio of pending cases entitled *R.G. & G.R. Harris Funeral Homes Inc. v. EEOC & Aimee Stephens*, *Altitude Express Inc. v. Zarda*, and *Bostock v. Clayton County*.

PASSED BY THE OLYMPIA CITY COUNCIL this _____ day of June, 2019.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:



CITY ATTORNEY