



City Council

Approval of an Ordinance Relating to Non-discrimination and Amending Olympia Municipal Code Sections 1.04.010, 1.24.010, and 3.18

Agenda Date: 7/8/2014
Agenda Item Number: 4.N
File Number: 14-0592

Type: ordinance **Version:** 2 **Status:** Passed

Title

Approval of an Ordinance Relating to Non-discrimination and Amending Olympia Municipal Code Sections 1.04.010, 1.24.010, and 3.18

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

Move to approve on second reading an ordinance relating to non-discrimination, amending Olympia Municipal Code Sections 1.04.010, 1.24.010, and 3.18.

Report

Issue:

Whether to update the City's non-discrimination provisions in the Olympia Municipal Code due to changes in state law.

Staff Contact:

Caroline Lacey, Senior Personnel Analyst, Administrative Services, 360.753.8442

Presenter(s):

None.

Background and Analysis:

The background and analysis have not changed from first to second reading.

This is an update to the City's non-discrimination code due to changes in state law. Current language in the Olympia Municipal Code is more limiting than state law in the protection of lesbian, gay, bisexual, transgender individuals. In addition, there has been an expansion in state marriage law (26.04 RCW) and a narrowing of the definition of state registered domestic partnerships (26.60 RCW), which leave certain provisions of the Olympia Municipal Code outdated. These edits provide

a broader definition of sexual orientation and deletes the requirement of equal benefits for traditionally defined domestic partners (no longer necessary). The ordinance broadens the requirement for those who contract with the City for goods, services, or projects totaling \$50,000 or more to sign a declaration that they do not discriminate in providing benefits to anyone based on a protected class status and that they have non-discrimination policies in place.

Neighborhood/Community Interests (if known):

Olympia's Lesbian, Gay, Bisexual, and Transsexual citizens and supporters will be pleased to see these changes because they reflect local support for equal rights for everyone.

Options:

1. Approve the recommended Ordinance
2. No other viable option because of changes in State law.

Financial Impact:

No financial impact.