



City Council

Approval of a Resolution 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 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

Agenda Date: 6/18/2019
Agenda Item Number: 4.G
File Number: 19-0584

Type: resolution **Version:** 1 **Status:** Passed

Title

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Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

Move to adopt the Resolution 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 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.

Report

Issue:

Whether the City Council will adopt a resolution affirming Olympia's commitment to non-discrimination based on sexual orientation or gender identity and authorizing the Mayor to support and join on the City's behalf an Amicus 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.

Staff Contact:

Mark Barber, City Attorney, 360.753.8338

Presenter(s):

Consent Calendar item.

Background and Analysis:

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. In the aforesaid trio of cases, the United States Supreme Court will decide whether to revoke Title VII's non-discrimination protections for LGBTQ people.

The Mayor and City of Olympia has been asked by Mayors Against LGBTQ Discrimination to add the City's name to a growing list of supporters of Title VII protections for the LGBTQ community, and to take a stand against workplace discrimination against LGBTQ people.

Neighborhood/Community Interests (if known):

N/A

Options:

1. Approve the Resolution as presented.
2. Amend, then take action to approve the Resolution as amended.
3. Take no action.

Financial Impact:

None