

22. Sec. 6.7 - Employment Anti-Discrimination

Charter Review Committee

Amendment Summary Sec. 6.7 Anti-Discrimination

Brief Summary of Amendment

- Replaces “handicap” with “disability”.
- Requires the City Council to periodically review, and amend as appropriate, the anti-discrimination ordinances applicable to City applicants and employees.

Committee Vote

Yes: Katie Baird, Nicholas Carr, Maricres Castro, Patrick Fischer, Jason Gauthier, Andre Jimenez, Melissa Malott, Latasha Palmer, Andrea Reay, Rebecca Stith, Steve Wamback, Diamtris Winston, Lok Yin Wu

No: None

Abstain: None

Absent: Bryan Flint

Amendment

Section 6.7 – No applicant for employment and no appointed officer or employee shall be discriminated against in any personnel decision on the basis of religion, race, color, national origin or ancestry, political affiliation, sex, gender identity, sexual orientation, age, familial status, honorably discharged veteran or military status, or the presence of any sensory, mental or physical ~~handicap~~ disability; provided, however, that affirmative action may be used to remedy prior discrimination in the employment and promotion of City appointed officers and employees. The City Council shall periodically review, and amend as appropriate, the anti-discrimination ordinances applicable to City applicants and employees.

Amendment Positions

Rationale for Amendment:

The term handicap should be switched to disability. As traditionally used, impairment refers to a problem with a structure or organ of the body; disability is a functional limitation with regard to a particular activity; and handicap refers to a disadvantage in filling a role in life relative to a peer group. Words matter and our City Charter should reflect more inclusive language.

Dissenting Position(s):

None.