

RESOLUTION NO.

WHEREAS, the state and federal government do not currently provide protections against discrimination against an individual based on sexual orientation or gender identity; and

WHEREAS, it is a value of the City of Austin to be an open and inclusive city for all of its citizens, including those who are lesbian, gay, bisexual or transgender (LGBT); and

WHEREAS, in 1992, the City of Austin passed an Ordinance creating Chapter 7-4, now codified as Chapter 5-4 (*Discrimination in Employment by City Contractors*) of the City Code to prohibit discrimination in employment by City Contractors, including discrimination against an individual based on sexual orientation or gender identity (added in Ord. 20040610-7); and

WHEREAS, on May 13, 2006, City of Austin voters amended the City Charter to allow domestic partner benefits for City employees; and

WHEREAS, the City encourages and wants to attract companies that provide non-discrimination policies that include both sexual orientation and gender identity, as well as provide domestic partner benefits to their LGBT employees and their families; and

WHEREAS, in 1992 the Austin City Council also passed an ordinance declaring that it is the policy of the City to provide opportunity for each person to obtain employment without regard to race, color, religion, sex, sexual

orientation, gender identity, national origin, age, or disability, and the Human Resources Department is currently reviewing the City's personnel policies and other internal guidelines, including the City's Equal Opportunity and Non-discrimination statements; **NOW, THEREFORE,**

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That the City Manager is directed to amend the City's Standard Terms and Conditions used in competitive procurements required by state law: (1) to require a copy of the contractor's employment non-discrimination policy when applying for City contracting opportunities and (2) to specify that non-compliance with Chapter 5-4 will terminate a contract and may hinder a contractor's eligibility for future contracts until deemed compliant with Chapter 5-4.

BE IT FURTHER RESOLVED:

To assist contractors with this administrative change, the City Manager shall prepare a model non-discriminatory policy for use by City contractors.

BE IT FURTHER RESOLVED:

That the City Manager is directed to review and amend all economic development loan programs and incentives, such as the Economic Development Business Information Forms, to encourage Domestic Partner benefits and non-discrimination policies including sexual orientation and gender identity.

BE IT FURTHER RESOLVED:

The City Manager is directed to review the City's current compliance processes related to contractor non-discrimination and report back to council on changes that would ensure more effective compliance monitoring.

BE IT FURTHER RESOLVED:

The City Manager is directed to report to council on the Human Resources Department's review of the City's personnel policies and other internal guidelines related to non-discrimination for sexual orientation and gender identity.

ADOPTED: _____, 2009

ATTEST: _____

Shirley A. Gentry
City Clerk