

AGENDA



Thursday, October 1, 2009

**Human Resources
RECOMMENDATION FOR COUNCIL ACTION****Item No. 14**

Subject: Approve a resolution amending Chapters A and B of the City's Personnel Policies to include gender identity as it relates to conditions of work/discrimination, reporting violations and discrimination grievances.

For More Information: Karen Sharp, Human Resources Department, Assistant Director 974-1402

Prior Council Action: August 6, 2009--Council directed the City Manager to provide an update on his review of the Personnel Policies related to non-discrimination for lesbian, gay, bisexual or transgender individuals.

This amendment to the personnel policies is responsive to the City Council Resolution on August 6, 2009, directing the City Manager to review personnel policies related to non-discrimination for lesbian, gay, bisexual or transgender individuals. The review of personnel policies found that although the policies do currently protect applicants and employees from discrimination based on race, creed, color, sex, age, religion, veteran status, disability, or sexual orientation, the category of gender identity should be added. By adding gender identity as a category of non-discrimination in the personnel policies, the City of Austin clarifies that transgendered individuals are afforded equal employment opportunities.