



## Recommendation for Action

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**File #:** 21-2736, **Agenda Item #:** 30.

12/2/2021

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### **Posting Language**

Approve an ordinance amending Title 2, Title 4, and Title 5 of City Code to create the Office of Civil Rights and revise education and enforcement procedures under the City's Fair Chance Hiring, Earned Sick Time, and Non-Discrimination ordinances; to add sexual harassment as an unlawful employment practice; and creating civil and criminal penalties.

### **Lead Department**

Office of Civil Rights.

### **Fiscal Note**

This action has no fiscal impact.

### **Prior Council Action:**

June 28, 2018: City Council passed Resolution No. 20180628-062 directing the city manager to undertake a review of the city's civil rights ordinances in Title 4 and Title 5 of City Code and to recommend changes on how the City can most effectively enforce and educate residents about these laws.

August 12, 2020: City Council approved funding for the Office of Civil Rights with the adoption of the 2020-2021 budget.

### **For More Information:**

Contact Carol Johnson, Civil Rights Officer, City of Austin (512) 978-1534.

### **Additional Backup Information:**

Approved by the Austin City Council in August 2020, the Office of Civil Rights is a newly formed office which provides a centralized entity to enforce civil rights anti-discrimination ordinances and federal statutes. The Civil Rights Office also provides education and outreach to the community; feedback and recommendations to City Management involving new and expanded initiatives and programs Citywide; and works extensively with local, state and federal partners and stakeholders to ensure that Austinites live free from discrimination in housing, employment, public accommodations, Title VI, fair chance hiring, ADA, protections for those living with HIV, source of income protections for veterans, and other civil rights violations prohibited by City ordinance and federal legislation.

The Office of Civil Rights partners with the City Manager's Office, Law Department, Mayor and City Council, Department heads and external stakeholders to establish goals, policies, and best practices that address racial equity, social equity and inclusion for Austin residents. This Office additionally serves the City on a wide range of human rights issues, with a strong focus on diversity, equity and inclusion programs.

### **Strategic Outcome(s):**

Government that Works for All.