

MOTION SHEET

I move to include the following direction on Item 30:

The City Council directs the City Manager to work with stakeholders, including civil rights organizations, organizations representing the interests of workers and protected classes, and businesses, on further recommendations for this civil rights ordinance and for the Civil Rights Office. The Manager should provide recommendations on strengthening the City's civil rights and worker rights protections, in the following areas:

- Ensuring protections for employees regardless of whether they are misclassified;
- Safety and health protections at the workplace;
- Protections against retaliation and protections for whistleblowers;
- Protections against discrimination beyond current state and federal laws, including ensuring there is not discrimination based on reproductive choice, work authorization form/refugee status, hair style or texture as a stand-in for race, or other forms of discrimination;
- Exploring civil rights protections for customers, the public, and employees at different business sizes, to best ensure no one is discriminated against;
- Expand protections to cover independent contractors.

The City Manager shall reach out to stakeholders and present options to Council by May 2, 2022.

The City Manager shall develop and provide to Council and City employees the process to file harassment, retaliation, and discrimination complaints to the Civil Rights Office by February 28, 2022.