

**CITY COMMISSION AGENDA MEMO**  
**March 24, 2016**

**FROM:** Katharine Jackson, City Attorney

**MEETING:** April 5, 2016

**SUBJECT:** Discussion Item: Anti-Discrimination Ordinance

**PRESENTERS:** Jason Hilgers, Deputy City Manager  
Katharine Jackson, City Attorney

**BACKGROUND**

Chapter 10 of the City Code is titled “Civil Rights.” The overall purpose of Chapter 10 is to establish a policy and process to prevent discrimination and assure equal opportunities in housing, public accommodations and employment on the bases of “race, sex, familial status, military status, disability, religion, age, color, national origin or ancestry.”

The City’s ordinances include the same protected classes as the corresponding Kansas laws, except the City’s protection is broader than state law. The City’s ordinances protect against discrimination against the protected classes in all contexts (housing, public accommodations, and employment), whereas the state laws protect against discrimination in all contexts, except that age discrimination is only prohibited in employment and familial status discrimination is only prohibited in housing. The state enforces its discrimination laws through the Kansas Human Rights Commission (“KHRC”), located in Topeka, and also refers complaints to the applicable federal agencies. The only exception is that the state’s law against discrimination based upon military status is enforced in civil court through private civil action between the two parties.

Section 10-6 creates the City’s Human Rights and Services Board (“HRSB”) that serves in an advisory role to the City Commission. If the City receives a discrimination complaint, a City staff member and a designated HRSB member notify the alleged offender and investigate the complaint. If there is probable cause to believe discrimination occurred, the City tries to conciliate the issue with the complainant and the offender. If there is no probable cause, then the City ends its process.

The City’s existing process is voluntary. If the City cannot resolve the complaint, or a party will not participate, the City refers the complaint to the “appropriate state or federal agency.” The existing ordinance does not create an appeal or claim to any court. KHRC and federal agencies have broad enforcement powers that exceed the City’s authority. The City has to ensure that its process does not prevent a party from filing a complaint

with the appropriate state or federal enforcement agency by their deadlines. In 2011, the City Commission amended Chapter 10 to prohibit discrimination in housing, public accommodations and employment on the basis of sexual orientation and gender identity. In order for the City to have enforcement ability equivalent to the KHRC, the ordinance created a local human rights commission to receive, investigate, and enforce complaints, and to allow for an appeal to civil court. A City staff member would receive and investigate complaints and make a determination of whether discrimination occurred. If the staff member could not resolve the matter with the parties, then the complaint could be appealed for a hearing before a panel of three members of the local human rights commission. The panel's decision could be appealed to district court. The 2011 ordinance did not include any hearing before the full human rights commission or the City Commission. The 2011 amendments were repealed before they were implemented.

Historically, the City received two to three discrimination complaints a year. For the past three to five years, the City has not received any discrimination complaints.

In early 2016, a majority of the City Commission asked City Administration to explore whether and how to address discrimination on the basis of sexual orientation and/or gender identity. The City Commission asked the HRSB to provide input. At its March 10, 2016, Board meeting, HRSB voted 5-1 in support of an ordinance that would amend the existing version of Chapter 10 to add sexual orientation and gender identity to the list of protected classes. This input included a recommendation that the ordinance create a local human rights commission (or similar mechanism) to enforce complaints of discrimination on any basis in the city of Manhattan.

## **DISCUSSION**

If the City Commission desires to pursue action to prohibit discrimination on the basis of sexual orientation and/or gender identity, the action could include one of the following approaches:

1. Adopt a separate ordinance or resolution with a policy statement against discrimination on the basis of sexual orientation and/or gender identity but that does not include enforcement/penalties if it is not followed.
2. Amend Chapter 10 to add sexual orientation and/or gender identity to the list of protected classes in the existing ordinance. As with other discrimination complaints, if the complaint based upon sexual orientation and/or gender identity cannot be voluntarily resolved, the City cannot enforce the complaint.

3. Amend Chapter 10 to add sexual orientation and/or gender identity to the list of protected classes in the existing ordinance, but also create a local human rights commission (or similar mechanism) to receive, investigate, and enforce only discrimination complaints filed upon the basis of sexual orientation and/or gender identity. If a complaint based upon sexual orientation and/or gender identity is not resolved, this approach creates enforcement authority with eventual appeal to civil court. If a complaint for another protected class is not resolved, those complaints must still be referred to the appropriate federal or state agency.
4. Amend Chapter 10 to add sexual orientation and/or gender identity to the list of protected classes and create a local human rights commission (or similar mechanism) to receive, investigate and enforce all discrimination complaints. This would be a reinstatement of the 2011 ordinance (which may need some updating due to changes in the law).

The foregoing are possible frameworks for future action, but there are many decision points with any framework. These include the following:

- a. Will the ordinance address sexual orientation and/or gender identity? How will the protected class(es) be defined?
- b. Will discrimination be prohibited in each of the contexts: employment, housing and/or public accommodations?
- c. What constitutes discriminatory behavior?
- d. Who must comply with the law? Will there be exemptions from compliance based upon type of entity (ex. religious); size of entity (ex. less than 4 employees) or some other basis?
- e. What are an entity's obligations under the law?
- f. What are the consequences/penalties of discriminatory behavior?
- g. How will the City administratively implement and enforce an ordinance? What are the personnel and budgetary impacts?

At this time, City Administration seeks City Commission input on whether and how to proceed with addressing discrimination on the basis of sexual orientation and/or gender identity.

## **FINANCING**

As this is a discussion item, there are currently no financing impacts.

## **ALTERNATIVES**

As this is a discussion item, City Administration is seeking guidance from the City Commission on its desired approach.

## **RECOMMENDATION**

As this is a discussion item, no action will be taken. However, City Administration requests City Commission guidance on whether and how to address discrimination on the basis of sexual orientation and/or gender identity.

## **POSSIBLE MOTION**

As this is a discussion item, there is no motion needed.

Enclosures:

1. Chapter 10 of the City Code
2. 2011 Amendments to Chapter 10- Ordinance No. 6880
3. HRSB PP Presentation 3.10.15

## Chapter 10 - CIVIL RIGHTS<sup>[1]</sup>

### Footnotes:

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**Editor's note**—Ord. No. 6897, adopted May 17, 2011, amended Ch. 10 in its entirety to read as herein set out. Former ch. 10 pertained to the same subject matter and derived from Ord. No. 4814, adopted Sept. 7, 1993; Ord. No. 5071, adopted Nov. 2, 1997; and Ord. No. 6880, adopted Feb. 15, 2011.

**Cross reference**— Department of human resources, § 2-96 et seq.

**State Law reference**— Kansas Acts Against Discrimination, K.S.A. 44-1001 et seq.

## Article I - IN GENERAL

### Sec. 10-1. - Purpose.

The purpose of this chapter is to establish policies and procedures within the City of Manhattan, Kansas for the resolution of complaints alleging violations of local, state and federal statutes prohibiting discrimination in employment, housing, public accommodations and related issues. These statutes and laws include, but are not limited to: The Kansas Act Against Discrimination and Age Discrimination in Employment Act; 44-1125 of the Kansas Statutes Annotated; The Civil Rights Act of 1964, as amended; Age Discrimination in Employment Act of 1967, as amended; The Civil Rights Act of 1968, as amended; Rehabilitation Act of 1973, as amended; Age Discrimination Act of 1975; Americans with Disabilities Act of 1990; The Civil Rights Act of 1991 and The Family and Medical Leave Act of 1993.

(Ord. No. 6897, § 1, 5-17-11)

### Sec. 10-2. - Declaration of policy.

- (a) The practice or policy of discrimination against individuals by reason of race, sex, familial status, military status, disability, religion, age, color, national origin or ancestry is a matter of concern to the city since such discrimination threatens not only the rights and privileges of the inhabitants of the city but menaces the institutions and foundations of the free democratic state. It is hereby declared to be the policy of the city to prevent discrimination in all employment relations, to eliminate and prevent discrimination, segregation or separation in all areas of public accommodations, and to eliminate and prevent discrimination, segregation or separation in housing as provided in this chapter.
- (b) It is also declared to be the policy of the city to assure equal opportunities and encouragement to every citizen regardless of race, sex, military status, disability, religion, age, color, national origin or ancestry in securing and holding, without discrimination, employment in any field of work or labor of which a person is properly qualified or qualifiable, to assure equal opportunity to all persons within the city to full and equal public accommodations, and to assure equal opportunities in housing without distinction on account of race, sex, familial status, military status, disability, religion, color, national origin or ancestry. It is further declared that the opportunity to secure and to hold employment, the opportunity for full and equal public accommodations as covered by this chapter and the opportunity for full and equal housing are civil rights of every citizen. To protect these rights, it is hereby declared to be the purpose of this chapter to establish and to provide a city human rights and services board.

(Ord. No. 6897, § 1, 5-17-11)

Sec. 10-3. - Definitions.

The definitions contained in K.S.A. 44-1002, 44-1015, 44-1112 and 44-1125 et seq., as presently enacted and as may be hereafter amended, are incorporated herein by reference as if the same had been set out in full, and shall apply in the interpretation and enforcement of this chapter.

(Ord. No. 6897, § 1, 5-17-11)

Sec. 10-4. - Construction.

- (a) The provisions of this chapter shall be construed liberally for the accomplishment of the purposes thereof. Nothing contained in this chapter shall be deemed to repeal any of the provisions of any other law of this city relating to discrimination because of race, religion, color, sex, disability, age, national origin or ancestry, unless the same is specifically repealed by this chapter.
- (b) Nothing in this chapter shall be construed to mean that an employer shall be forced to hire unqualified or incompetent personnel, or discharge qualified or competent personnel.

(Ord. No. 6897, § 1, 5-17-11)

Sec. 10-5. - Invalidity of part.

In any clause, sentence, paragraph or part of this chapter or the application thereof to any person or circumstances shall for any reason be adjudged by a court of competent jurisdiction to be invalid, such judgment shall not affect, impair or invalidate the remainder of this chapter and the application thereof to other persons or circumstances, but shall be confined in its operation to the clause, sentence, paragraph or part thereof directly involved in the controversy in which such judgment shall have been rendered and the persons or circumstances involved. It is hereby declared to be the legislative intent that this chapter would have been adopted had such provisions not been included.

(Ord. No. 6897, § 1, 5-17-11)

Article II - HUMAN RIGHTS AND SERVICES BOARD

Sec. 10-6. - Created.

There is hereby created a board to be known as the human rights and services board to serve the citizens of the city in the administration and furtherance of the policy established herein.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-7. - Composition, appointment.

- (a) The human rights and services board may consist of seven members. All board members shall be residents of the city and shall be appointed by the mayor with the advice and consent of the governing body.

- (b) The membership of the human rights and services board shall be maintained on a basis that will give representation to a broad segment of the citizenry, reflecting as broadly as possible, citizens of all economic standing, employment, race, religion, color, disability, familial status, military status, national origin or ancestry, sex and age.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-8. - Terms.

- (a) The term of appointment of the members of the human rights and services board shall be for a three-year period; however, that for the initial appointments, they shall be for one-, two-, and three-year terms.
- (b) Whenever a person is appointed to fill a position on the board that has become vacant because of a resignation, termination or other vacation, such appointment shall only be for the unexpired portion of the said term.
- (c) No person who has served for two consecutive full terms on the board shall be eligible for further appointment to the board until one year after the termination of their most recent service on the board.
- (d) The members of the board, while appointed for a term for the convenience of the city, shall serve in that term at the pleasure of the governing body.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-9. - Compensation.

The members of the human rights and services board shall serve without compensation.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-10. - Organization; by-laws.

The human rights board shall elect one of its members as chairperson, who shall preside at all meetings of the board and perform all the normal duties and functions of the chairperson. The mayor shall convene the first meeting of the board and conduct the election of the chairperson. The board shall elect, in the same manner, one of its members a vice-chairperson who shall act as chairperson during the absence or incapacity of the chairperson and, when so acting, the member so designated shall have and perform all the duties and functions of the chairperson of the board. The chairperson or vice-chairperson may resign from office without resigning from the board. In such event, the board shall elect another member as a replacement for the unexpired term. The term of office of each chairperson and vice-chairperson shall be for one year, and no person shall serve more than two consecutive terms in the same office, unless such election to the immediately subsequent term is made by members of the board by unanimous vote. The board shall adopt by-laws as necessary for the conduct of the board, subject to approval by the governing body.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-11. - Meetings.

The board shall meet at least once each quarter, and at such other times as necessary to carry out its duties and responsibilities. The board shall designate the time and location of such meetings.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-12. - Quorum.

A majority of the members of the human rights and services board shall constitute a quorum for the purpose of conducting its business.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-13. - Reserved.

Sec. 10-14. - Powers and duties.

The board shall have the following functions, powers and duties:

- (1) To receive, initiate, investigate, pass upon and attempt to conciliate complaints alleging unlawful discrimination in employment, public accommodations and housing.
- (2) In an advisory capacity, receive and consider questions or proposals which in and of themselves do not constitute formal complaints of unlawful discrimination but are related issues. The board may provide a resolution of such question, or comment on such proposal, to the affected parties, including the governing body, if necessary. Any such resolution or comment shall be advisory only and not binding on any party, including the governing body.
- (3) In conducting an investigation, the board may, after due notice and seeking the cooperation of the persons involved, request access at all reasonable times to premises, records, documents and other evidence or possible sources of evidence, and may examine, record, and copy such materials and take and record the testimony or statements of such persons as are reasonably necessary for the furtherance of the investigation. In the case of the refusal of any person to cooperate and/or comply with a request, the board shall file the complaint with the appropriate state or federal agency. If the complaint is on the basis of military status, the complaint will be advised of the right to bring a civil action in the district court of Riley County or in the county in which the alleged violator resides or transacts business.
- (4) Cooperate with the state human rights commission and other organizations or agencies, both public and private, whose purposes are not inconsistent with those of this chapter.
- (5) Adopt bylaws for the purpose of organization and performing its duties; and further may adopt such rules of procedure and regulations as are necessary and suitable for carrying out the purposes of the board.
- (6) To endeavor to eliminate prejudice and discrimination among the various ethnic groups and people with disabilities in the city and to further good will among such groups.
- (7) Recommend to the governing body, human rights and services policies, procedures and programs which will foster good will, cooperation and conciliation among the groups and elements of the population of this city.
- (8) To accept contributions from any person to assist in the effectuation of this chapter and to seek and enlist the cooperation of private, charitable, religious, labor, civic and benevolent organizations for the purposes of this chapter.
- (9) After obtaining the approval of the governing body as to the terms, covenants and conditions therein contained, the board shall be authorized to make application to any person, organization, city, county, state or federal governmental unit or agency for funds to make effective the purposes of this chapter, and to enter into agreements for such purposes.

- (10) Regularly inform the members of the governing body, through distribution of its agendas, minutes, memoranda, reports, and other pertinent documents, the items of business before the board, the ongoing status of such items, and the disposition of such items.
- (11) To issue such publications and such results of investigation and research as in its judgment will tend to promote good will and minimize or eliminate discrimination because of race, religion, color, familial status, military status, disability, national origin or ancestry, sex and age.
- (12) No member or members of the board shall attempt to act on any matter over which the board has jurisdiction unless and until the board has given prior approval to such action.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-15. - Staff appointment.

A city staff member appointed by and responsible to the city manager shall act as staff representative and ex officio member of the human rights and services board, without voting powers, and shall assist the board in the performance of its assigned duties. The appointment shall be based on the qualifications, fitness and merit of the applicant for the position. The employment of such additional personnel, full- or part-time, as may reasonably necessary to carry out the provisions of this article may be authorized by, and their compensation fixed, by the city manager.

(Ord. No. 6897, § 2, 5-17-11)

Sec. 10-16. - Staff, duties, responsibilities and authority.

The staff representative shall have, but not be limited to, the following duties, responsibilities, and authority: The administration of this chapter shall be the responsibility of the staff representative and his/her designated staff. The staff representative shall promulgate procedure to implement, expedite, and effectuate the provisions of this chapter. In addition to any powers and responsibilities heretofore conferred, the staff representative shall have the power and responsibility to:

- (1) Seek to eliminate and prevent discrimination in employment because of race, sex, military status, disability, religion, age, color, national origin or ancestry, and in public accommodations and housing because of race, sex, familial status, military status, disability, religion, color, national origin or ancestry as provided herein;
- (2) Effectuate the purposes of this chapter first by conference, conciliation, and persuasion so that person may be guaranteed their civil rights and good will will be fostered;
- (3) Seek cooperation from, and upon request, make technical assistance available to all city government departments and agencies;
- (4) Receive, investigate, initiate and attempt to conciliate complaints alleging unlawful discrimination in employment, housing and public accommodations;
- (5) In conducting an investigation, the staff representative or his/her staff shall have access at all reasonable times to premises, records, documents, and other evidence or possible sources of evidence, and may examine, record, and copy such materials and take and record the testimony or statements of such persons as are reasonably necessary for the furtherance of the investigation. In case of the refusal of any person to cooperate and/or comply with a request, the complaint shall be filed with the appropriate state or federal agency. If the complaint is on the basis of military status, the complainant will be advised of the right to bring civil action in the district court of Riley County or in the county in which the alleged violator resides or transacts business.
- (6) Attend all meetings and serve as secretary of the human rights and services board; provide necessary reports, such as agenda, minutes, and schedules of board meetings, to the

governing body, and to the city manager; advise the local news media of board meetings and agenda.

(Ord. No. 6897, § 2, 5-17-11)

#### Article III - UNLAWFUL PRACTICES

Sec. 10-17. - Unlawful practices; employment, public accommodations and housing.

The unlawful practices contained in this chapter and in K.S.A. 44-1009, 44-1013, 44-1016, 44-1017, 44-1026, 44-1027, 44-1039, 44-1041, 44-1113, 44-1117, and 44-1125 et seq., as presently enacted and as may be hereafter amended, are incorporated herein by reference as if the same had been set out in full, and shall apply in the interpretation and enforcement of this chapter.

(Ord. No. 6897, § 3, 5-17-11)

#### Article IV - COMPLAINT PROCEDURES

Sec. 10-18. - Filing of complaint.

- (a) Any person claiming to be aggrieved by an alleged unlawful act or practice may, personally or by an attorney-at-law, make, sign and file with the board a verified complaint in writing which shall state the name and address of the person alleged to have committed the unlawful practice complained of, and which shall set forth the particulars thereof and contain such other information as may be required by the board. All complaints shall be filed with the staff representative of the board. The staff representative or board, upon its own initiative, may, in like manner, make, sign and file such complaint.
- (b) In the event a complaint is against the city or any of its officials or employees, and internal resolution is unsuccessful, the complaint will be referred to the appropriate state or federal agency.

(Ord. No. 6897, § 3, 5-17-11)

Sec. 10-19. - Time for filing complaint.

- (a) Employment and public accommodations. Any complaint filed pursuant to this chapter, alleging unlawful discrimination in employment or public accommodations, must be so filed within six months after the alleged unlawful act or practice, unless the act complained of consists of a continuing pattern or practice of discrimination in which event it will be from the last act of discrimination.
- (b) Housing. Any complaint filed pursuant to this chapter, alleging unlawful housing discrimination, must be so filed within one year after the alleged discriminatory housing practice occurred, but may be reasonably and fairly amended at any time.

(Ord. No. 6897, § 4, 5-17-11)

Sec. 10-20. - Notice and investigation.

- (a) After the filing of any complaint by an aggrieved individual, by the board, or by the staff representative, the board shall, within seven days after the filing of the complaint, serve a copy on each of the parties alleged to have violated this chapter, and shall designate one of the board members to make, with assistance of the staff representative, or his/her designated staff, prompt investigation of the alleged act of discrimination.
- (b) The respondent may submit a written answer to such complaint, along with any supporting documentation, records and material relevant to the investigation.

(Ord. No. 6897, § 4, 5-17-11)

Sec. 10-21. - Investigative findings.

- (a) If the board member shall determine after such investigation that no probable cause exists for crediting the allegations of the complainant, such board member, within ten business days from such determination, shall cause to be issued and served upon the complainant and respondent written notice of such determination. The case shall be thereafter administratively closed and the complainant advised to file with the appropriate state or federal agency.
- (b) If the board member shall determine after such investigation that probable cause exists for crediting the allegations of the complainant, such board member, within ten business days from such determination, shall cause to be issued and served upon complainant and respondent written notice of such determination. Such written notice shall propose conciliation and establish a schedule therefore. The board member, or such other member as the board may designate, along with the staff representative, shall immediately endeavor to eliminate the unlawful discrimination practice complained of by conference and conciliation.

(Ord. No. 6897, § 4, 5-17-11)

Sec. 10-22. - Conference and conciliation.

- (a) Time limits and provisions. The complainant, respondent and board shall have 45 days from the date respondent is notified in writing of a finding of probable cause to enter into a conciliation agreement signed by all parties in interest. The terms of such conciliation agreement may include any provisions and remedies for retroactive, present or future effect to eliminate the unlawful practice or act as set forth in federal and state guidelines. The parties may amend a conciliation agreement at any time prior to the date of entering into such agreement. Upon agreement by the parties, the time for entering into such agreement may be extended. The members of the board, staff representative, and/or other designated staff shall not disclose what has transpired in the course of such endeavors except as provided in subsection (c) herein.
- (b) Successful conciliation. If the complainant, respondent, and board are successful in endeavors under conference and conciliation, this shall close the case.
- (c) Unsuccessful conciliation. In case of failure to eliminate alleged unlawful acts or practices through conference and conciliation, the board shall cause to be issued and served upon complainant and respondent written notice, together with copy of such complaint, as the same may have been amended that such efforts have been unsuccessful. Such notice shall also inform the parties thereto of the complainant's right to file with the appropriate state or federal agency; and the board will assist the complainant in filing same. The board shall provide the appropriate state or federal agency with copies of the complaint and such other materials pertinent to the complaint.

(Ord. No. 6897, § 4, 5-17-11)

Secs. 10-23—10-40. - Reserved.

## ORDINANCE NO. 6880

### AN ORDINANCE AMENDING CHAPTER 10 OF THE CODE OF ORDINANCES OF THE CITY OF MANHATTAN, KANSAS; RELATING TO CIVIL RIGHTS.

#### NOW THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF MANHATTAN, KANSAS:

**Section 1.** That Article I of Chapter 10, of the Code of Ordinances of the City of Manhattan, Kansas is hereby amended to read as follows:

#### **Sec. 10-1. Declaration of policy.**

- (a) The practice or policy of discrimination against individuals by reason of race, sex, familial status, military status, disability, religion, age, color, sexual orientation, gender identity, national origin or ancestry is a matter of concern to the City since such discrimination threatens not only the rights and privileges of the inhabitants of the City but menaces the institutions and foundations of a free democratic state. It is hereby declared to be the policy of the City, in exercise of its police power for the protection of the public safety, public health and general welfare, for the maintenance of business and good government, and for the promotion of the city's trade and commerce, to eliminate and prevent discrimination in all employment relations, to eliminate and prevent discrimination, segregation or separation in all areas of public accommodations covered by this chapter, and to eliminate and prevent discrimination, segregation or separation in housing.
- (b) It is also declared to be the policy of the city to assure equal opportunities and encouragement to every citizen regardless of race, sex, military status, disability, religion, age, color, sexual orientation, gender identity, national origin or ancestry, in securing and holding, without discrimination, employment in any field of work or labor of which a person is properly qualified, to assure equal opportunity to all persons within the city to full and equal public accommodations, and to assure equal opportunities in housing without distinction on account of race, sex, familial status, military status, disability, religion, color, sexual orientation, gender identity, national origin or ancestry. It is further declared that the opportunity to secure and to hold employment, the opportunity for full and equal public accommodations as covered by this chapter, and the opportunity for full and equal housing are civil rights of every citizen. To protect these rights, it is hereby declared to be the purpose of this chapter to establish and to provide a city human rights and services board.

#### **Sec. 10-2. Definitions.**

As used in this Chapter, the following words and phrases shall have the following meanings:

*Age* means an age of 40 or more years.

*Aggrieved person* means any person who claims that the person is being, or has been injured, by an unlawfully discriminatory act or practice; and/or believes that the person will be injured by an unlawfully discriminatory act or practice that is about to occur.

*Board* means the Human Rights and Services Board as established by this chapter.

*Complainant* means an aggrieved person who has filed a written verified complaint alleging unlawful discrimination, or on whose behalf another person has filed such a complaint, in accordance with this chapter.

*Conciliation* means the attempted resolution of issues raised by a complaint, or by the investigation of such complaint, through informal negotiations involving the complainant, the respondent, and the director or the director's designee.

*Conciliation agreement* means a written agreement setting forth the resolution of the issues in conciliation.

*Director* means the director of human resources.

*Disability* means, with respect to an individual:

- (a) a physical or mental impairment which substantially limits one or more of the major life activities of such individual;
- (b) a record of having such an impairment; or
- (c) being regarded as having such an impairment by the person or entity alleged to have committed the unlawful discriminatory practice complained of. Disability does not include current, illegal use of a controlled substance, as defined in Section 102 of the Controlled Substances Act (21 U.S.C. 802), in housing discrimination. In employment and public accommodation discrimination, the term "disability" does not include an individual who is currently engaging in the illegal use of drugs where possession or distribution of such drugs is unlawful under the Controlled Substances Act (21 U.S.C. 812), when the covered entity acts on the basis of such use.

*Employee* means any person employed by an employer, but does not include any individual employed by such individual's parents, spouse or child, or in the domestic service of any person.

*Employer* means any person in this city employing four (4) or more employees; and, any person acting directly or indirectly for an employer, labor organizations, nonsectarian organizations, organizations engaged in social service work and the state of Kansas and all political and municipal subdivisions thereof, but shall not include a nonprofit fraternal or social association or corporation.

*Employment agency* includes any person or government agency undertaking, with or without compensation, to procure opportunities to work or to procure, recruit, refer or place employees.

*Familial status* means one or more individuals, who have not attained the age of 18 years, being domiciled with:

- (a) a parent or another person who has legal custody of such individual or individuals; or
- (b) the designee of such parent or other person who has such custody, with the written permission of such parent or other person.

*Family* includes a single individual.

*Fraternal or social organization* means and includes organizations founded and operated primarily for social purposes and shall neither mean nor include organizations founded or maintained primarily for trade or professional purposes.

*Gender identity* means a person's good faith and continuing presentation of the person's gender-related identity, appearance, mannerisms, or other gender-related characteristics, which may or may not be consistent with the person's biological sex.

*Governing body* means the City Commission of the City of Manhattan, Kansas.

*Housing/Real Property* means and includes:

- (a) All vacant or unimproved land; and,
- (b) Any building or structure which is occupied or designed or intended for occupancy, or any building or structure having a portion thereof which is occupied or designed or intended for occupancy.

*Labor organization* includes any organization which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers on behalf of employees concerning grievances, terms or conditions of employment or other mutual aid or protection in relation to employment.

*Member of the military* means a member of the United States armed forces or national guard on active duty, or a member of an active reserve unit in the United States armed forces or national guard.

*Person* means and includes one or more individuals, partnerships, associations, organizations, corporations, legal representatives, mutual companies, joint-stock companies, trusts, unincorporated organizations, trustees, trustees in bankruptcy, receivers and fiduciaries.

*Public Accommodation* means any person who caters or offers goods, services, facilities or accommodations to the public. Public accommodations include, but are not limited to, any lodging establishment or food service establishment, as defined by K.S.A. 36-501 and amendments thereto; any bar, tavern, barbershop, beauty parlor, theater, skating rink, bowling alley, billiard parlor, amusement park, recreation park, swimming pool, lake, gymnasium, mortuary or cemetery which is open to the public; or any public transportation facility. Public accommodations do not include a religious or nonprofit fraternal or social association or corporation.

*Reasonable accommodation* means (1) making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and (2) job restructuring; part-time or modified work schedules; reassignment to a vacant position; acquisition or modification of equipment or devices; appropriate adjustment or modifications of examinations, training materials or policies; provision of qualified readers or interpreters; and other similar accommodations for individuals with disabilities.

*Regarded as having such an impairment* means the absence of a physical or mental impairment, but regarding or treating an individual as though such an impairment exists.

*Respondent* means the person, as defined herein, against whom a written verified complaint alleging discrimination has been filed with the director.

*To rent* means to lease, sublease, to let, to assign or otherwise grant for a consideration, the right to occupy premises not owned by the occupant.

*Sexual orientation* means a person's actual or perceived heterosexuality, homosexuality or bisexuality. It is the direction of one's actual or perceived sexual interest toward members of the same, opposite, or both sexes. Sexual orientation is a pattern of emotional, romantic, and/or sexual attractions to men, women, both genders, neither gender, or another gender. Sexual Orientation shall not mean conduct which is prohibited by law.

*Unlawful act or practice* means any unlawful employment practice, any unlawful public accommodations practice, or any unlawful housing practice.

*Written verified complaint* means a complaint, in writing, alleging unlawful discrimination, filed in accordance with this chapter, which has been witnessed and signed by a notary public.

**Sec. 10-3. Construction.**

- (a) The provisions of this chapter shall be construed liberally for the accomplishment of the purposes thereof.
- (b) Nothing in this chapter shall be construed to mean that an employer shall be forced to hire unqualified or incompetent personnel, or discharge qualified or competent personnel.

**Sec. 10-4. Invalidity of part.**

If any clause, sentence, paragraph or part of this chapter or the application thereof to any person or circumstances shall for any reason be adjudged by a court of competent jurisdiction to be invalid such judgment shall not affect, impair or invalidate the remainder of this chapter and the application thereof to other persons or circumstances, but shall be confined in its operation to the clause, sentence, paragraph or part thereof directly involved in the controversy in which such judgment shall have been rendered and the persons or circumstances involved. It is hereby declared to be the legislative intent that this chapter would have been adopted had such provisions not been included.

**Sec. 10-5. Reserved.**

**Section 2.** That Article II of Chapter 10, of the Code of Ordinances of the City of Manhattan, Kansas is hereby amended to read as follows:

**ARTICLE II. Human Rights and Services Board**

**Sec. 10-6. Created.**

There is hereby created a board to be known as the Human Rights and Services Board to serve the citizens of the city in the administration and furtherance of this chapter. The Human Rights and Services Board shall be deemed to be a “local human relations commission”.

**Sec. 10-7. Composition, appointment .**

- (a) The Human Rights and Services Board shall consist of seven (7) members. All board members shall be residents of the city and shall be appointed by the mayor with the advice and consent of the governing body.
- (b) The membership of the Human Rights and Services Board shall be maintained on a basis that will give representation to a broad segment of the citizenry, reflecting citizens of various economic standings, employment, races, religions, colors, disabilities, familial statuses, military statuses, sexual orientations, gender identities, national origins or ancestries, sexes and age.

**Sec. 10-8. Terms of members.**

All appointments shall be for a term of three (3) years and until a successor is qualified, provided; however, no person shall serve for more than six (6) consecutive years.

**Sec. 10-9. Compensation.**

The members of the Human Rights and Services Board shall serve without compensation.

**Sec. 10-10. By-laws.**

The board shall adopt by-laws as necessary for the conduct of the board, subject to approval by the governing body.

**Sec. 10-11. Meetings.**

The board shall meet at least once each quarter, and at such other times as necessary to carry out its duties and responsibilities. The board shall designate the time and locations of such meetings.

**Sec. 10-12. Quorum.**

A majority of the members of the Human Rights and Services Board shall constitute a quorum for the purpose of conducting its business.

**Sec. 10-13. Removal of member.**

Any member of the board may be removed by the mayor with the consent of the governing body; no such removal shall be effective until the member proposed to be removed has been furnished a written statement of the reason(s) and an opportunity to be heard thereon by the governing body.

**Sec. 10-14. Powers and duties.**

The board shall have the following functions, powers and duties;

- (a) To receive, initiate, investigate and pass upon complaints alleging discrimination in employment, public accommodations and housing because of race, color, sex, military status, disability, religion, sexual orientation, gender identity, and national origin or ancestry, complaints alleging discrimination in employment because of age, and complaints alleging discrimination in housing because of familial status.
- (b) To subpoena witnesses, compel their appearance and require the production for examination of records, documents and other evidence or possible sources of evidence and to examine, record and copy such materials and take and record the testimony or statements of such persons. The board may issue subpoenas to compel access to or the production of such materials, or the appearance of such persons, and may issue interrogatories to a respondent to the same extent and subject to the same limitations as would apply if the subpoena or interrogatories were issued or served in aid of a civil action in the district court. The board shall have access at all reasonable times to premises and may compel such access by application to a court of competent jurisdiction provided that the board first complies with the provisions of article 15 of the Kansas bill of rights and the fourth amendment to the United States constitution relating to unreasonable searches and seizures.
- (c) To hold public hearings, to administer oaths and to take depositions to the same extent and subject to the same limitations as would apply if the deposition was taken in aid of a civil action in the district court. In case of the refusal of any person to comply with any subpoena, interrogatory or search warrant issued hereunder, or to testify to any matter regarding which such person may be lawfully questioned, the board may make application to the district court to compel compliance pursuant to state law.
- (d) To act in concert with other parties in interest in order to eliminate and prevent discrimination and segregation, prohibited by this chapter, by including any term in a conciliation agreement as could be included in a final order under this chapter.
- (e) To apply to the district court for enforcement of any conciliation agreement by seeking specific performance of such agreement.
- (f) To issue such final orders after a public hearing as may remedy any existing situation found to violate this chapter and prevent its recurrence; and, if necessary, to seek enforcement of such final orders pursuant to federal and state law.
- (g) To endeavor to eliminate prejudice among the various groups and people with disabilities in the city and to further good will among such groups.
- (h) To create such advisory committees and conciliation councils, as in its judgment will aid in effectuating the purposes of this chapter; to study the problem of discrimination in all or specific fields or instances of discrimination because of race, religion, color, sex, disability, age, sexual orientation, gender identity, familial status, military status, and national origin or

ancestry; to foster, through community effort or otherwise, good will, cooperation and conciliation among the groups and elements of the population of the city; and to make recommendations to the board for the development of policies and procedures, and for programs of formal and informal education, which the board may recommend to the governing body. Such advisory committees and conciliation councils shall be composed of representative citizens serving without pay. The board may itself make the studies and perform the acts authorized by this paragraph. It may, by voluntary conferences with parties in interest, endeavor by conciliation and persuasion to eliminate discrimination in all the stated fields and to foster goodwill and cooperation among all elements of the population of the city.

- (i) To accept contributions from any person to assist in the effectuation of this chapter and to seek and enlist the cooperation of private, charitable, religious, labor, civic and benevolent organizations for the purposes of this chapter.
- (j) To issue such publications and such results of investigation and research as in its judgment will tend to promote good will and minimize or eliminate discrimination because of race, religion, color, sex, disability, age, sexual orientation, gender identity, familial status, military status, or national origin or ancestry.
- (k) To render each year to the city manager and to the governing body a full written report of all of its activities and of its recommendations.
- (l) To cooperate with the Kansas Human Rights Commission and with other organizations or agencies, both public and private, whose purposes are consistent with this chapter.
- (m) To meet regularly at a place and time decided by the board and to hold special meetings as may be called by the chair or by a majority of the members of the board then serving.
- (n) To advise and support the director and staff of the human resources department and receive and accept reports of their activities.

**Sec. 10-15. Reserved.**

**Section 3.** That Article III of Chapter 10, of the Code of Ordinances of the City of Manhattan, Kansas is hereby amended to read as follows:

**ARTICLE III. Unlawful Practices**

**Sec. 10-16. Unlawful employment practices.**

It shall be an unlawful employment practice:

- (a) For an employer, because of the race, color, sex, military status, disability, religion, age, sexual orientation, gender identity, national origin or ancestry of any person, to refuse to hire or employ such person to bar or discharge such person from employment or to otherwise discriminate against such person in compensation or in terms, conditions, or privileges of employment; to limit, segregate, separate, classify or make any distinction in regards to employees; or to follow any employment procedure or practice which, in fact,

results in discrimination, segregation or separation without a valid business necessity. This subsection shall not apply to any act of a religious organization, association or society that is based upon sexual orientation or gender identity, unless the act occurs within the commercial activities of the religious organization, association or society that are not connected to its religious purpose.

- (b) For a labor organization, because of the race, sex, military status, disability, religion, age, color, sexual orientation, gender identity, national origin or ancestry of any person, to exclude or to expel such person from its membership, or to discriminate in any way against any of its members or against any employer or any person employed by the employer.
- (c) For any employer, employment agency, or labor organization to print or circulate, or cause to be printed or circulated, any statement, advertisement or publication, or to use any form of application for employment or membership, or make any inquiry in connection with prospective employment or membership, which expresses, directly or indirectly, any limitation, specification, or discrimination as to race, sex, military status, disability, religion, age, color, sexual orientation, gender identity, national origin or ancestry, or any intent to make any such limitation, specification or discrimination, unless based on a bona fide occupational qualification. This subsection shall not apply to any act of a religious organization, association or society that is based upon sexual orientation or gender identity, unless the act occurs within the commercial activities of the religious organization, association or society that are not connected to its religious purpose.
- (d) For any employer, employment agency, labor organization or joint labor-management committee, to discharge, expel or otherwise discriminate against any person because such person has opposed any practices or acts forbidden under this Chapter, or because such person has filed a complaint, testified, or assisted in any proceeding, investigation or hearing authorized by this Chapter or by appropriate state or federal law. This subsection shall not apply to any act of a religious organization, association or society that is based upon sexual orientation or gender identity, unless the act occurs within the commercial activities of the religious organization, association or society that are not connected to its religious purpose.
- (e) For an employment agency to refuse to list or properly classify for employment, or refuse to refer any person for employment or otherwise discriminate against any person because of race, sex, military status, disability, religion, age, color, sexual orientation, gender identity, national origin or ancestry, or to comply with a request from an employer for a referral of applicants for employment if the request expresses, either directly or indirectly, any limitation, specification or discrimination as to race, sex, military status, disability, religion, age, color, sexual orientation, gender identity, national origin or ancestry, unless such request represents a bona fide occupational qualification.
- (f) For an employer, labor organization, employment agency, or school which provides, coordinates, or controls apprenticeship, on-the-job, or other training or retraining program, to maintain a practice of discrimination, segregation, or separation because of race, sex, military status, disability, religion, age, color, sexual orientation, gender identity, national

origin or ancestry in admission, hiring, assignments, upgrading, transfers, promotion, layoff, dismissal, apprenticeship, or other training or retraining program, or in any other terms, conditions or privileges of employment, membership, apprenticeship, or training; or to follow any policy or procedure which, in fact, results in such practices without a valid business motive. This subsection shall not apply to any act of a religious organization, association or society that is based upon sexual orientation or gender identity, unless the act occurs within the commercial activities of the religious organization, association or society that are not connected to its religious purpose.

- (g) For any person, whether an employer or an employee, or other to aid, abet, incite, compel, or coerce the doing of any acts forbidden under this Chapter, or to attempt to do so.
- (h) For an employer, labor organization, employment agency or joint labor management committee to: (1) Limit, segregate or classify a job applicant or employee in a way that adversely affects the opportunities or status of such applicant or employee because of the disability of such applicant or employee; (2) participate in a contractual or other arrangement or relationship, including a relationship with an employment of referral agency, labor union, an organization providing fringe benefits to an employee or an organization providing training and apprenticeship programs that has the effect of subjecting a qualified applicant or employee with a disability to the discrimination prohibited by this act; (3) utilize standards criteria, or methods of administration that have the effect of discrimination on the basis of disability or that perpetuate the discrimination of others who are subject to common administrative control; (4) exclude or otherwise deny jobs or benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association; (5) not make reasonable accommodations to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless such employer, labor organization, employment agency or joint labor-management committee can demonstrate that the accommodation would impose an undue hardship on the operation of the business thereof; (6) deny employment opportunities to a job applicant or employee who is an otherwise qualified individual with a disability, if such denial is based on the need to make reasonable accommodation to the physical or mental impairments of the employee or applicant; (7) use qualification standards, employment tests or other selection criteria that screen out or tend to screen out an individual with a disability or a class or individuals with disabilities unless the standard, test or other selection criteria, as used, is shown to be job-related for the position in question and is consistent with business necessity; or (8) fail to select and administer tests concerning employment in that most effective manner to ensure that, when such test is administered to a job applicant or employee who has a disability that impairs sensory, manual or speaking skills of such employee or applicant (except where such skills are the factors that the test purports to measure).
- (i) For an employer to (A) seek to obtain, to obtain or to use genetic screening or testing information of an employee or a prospective employee to distinguish between or discriminate against or restrict any right or benefit otherwise due or available to an

employee or a prospective employee; or (B) subject, directly or indirectly, any employee or prospective employee to any genetic screening or test.

- (j) It shall not be an unlawful employment practice to fill vacancies in such a way as to eliminate or reduce imbalance with respect to race, sex, military status, disability, religion, age, color, sexual orientation, gender identity, national origin or ancestry.
- (k) Notwithstanding the foregoing, it shall not be an unlawful employment practice to discriminate on the basis of gender identity in employment where a distinction because of sex is necessary because of the intrinsic nature of an employment facility or program, if a similar accommodation is provided, given the rights of all persons affected and the nature of the employment facility or program.

**Sec. 10-17. Unlawful Public Accommodation Practices.**

It shall be an unlawful public accommodations practice for any person, who is the owner, operator, lessee, manager, administrator, public servant, agent or employee of any place of public accommodation:

- (a) To refuse, deny, or to make a distinction, directly or indirectly, in offering its goods, services, facilities or accommodations to any person because of race, sex, military status, disability, religion, color, sexual orientation, gender identity, national origin or ancestry, except where a distinction because of sex is necessary because of the intrinsic nature of such accommodation.
- (b) To refuse, deny, make a distinction, directly or indirectly, or discriminate in any way, against any person in the full and equal use and enjoyment of the services, facilities, privileges, or advantages of any institution, department or agency of the City or any political subdivision thereof, or any other governmental entity within the City limits because of race, sex, military status, disability, religion, color, sexual orientation, gender identity, national origin or ancestry, except where a distinction because of sex is necessary because of the intrinsic nature of such accommodation.
- (c) For any person, whether or not specifically prohibited from discriminating under any provisions of this chapter, to aid, abet, incite, compel, or coerce the doing of any of the acts forbidden under this chapter, or to attempt to do so.
- (d) For any person to coerce, intimidate, threaten, retaliate against, or otherwise interfere with, any person because such person has opposed any practices or acts forbidden under this chapter, or because such person has filed a complaint, testified, or assisted in any proceeding, investigation or hearing authorized by this chapter or by appropriate state or federal law.
- (e) Nothing in this section shall require physical changes to make a place of public accommodation accessible to persons with disabilities unless required by other state, federal or municipal laws, statutes, ordinances or regulations, including the federal Americans with Disabilities Act.

- (f) Nothing in this section shall prohibit the establishment of programs or other public accommodations designed and operated for a particular age group. However, such public accommodations shall not discriminate on the basis of race, sex, military status, disability, religion, color, sexual orientation, gender identity, national origin or ancestry, except where a distinction because of sex is necessary because of the intrinsic nature of such accommodation.
- (g) Notwithstanding the foregoing, it shall not be an unlawful public accommodations practice to discriminate on the basis of gender identity in a public accommodation where a distinction because of sex is necessary because of the intrinsic nature of such public accommodation, if a similar accommodation is provided, given the rights of all persons affected and the nature of the public accommodation.
- (h) It shall not be an unlawful public accommodation practice for a person who, based upon a reasonable belief, questions or inquires whether another person has the good faith and continuing intention to establish a particular gender identity.

**Sec. 10-18. Unlawful Housing/Real Property Practices.**

It shall be an unlawful housing/real property practice for any person:

- (a) To refuse to sell or rent after the making of a bona fide offer, to fail to transmit a bona fide offer or refuse to negotiate in good faith for the sale or rental of, or otherwise make unavailable or deny, real property to any person because of race, religion, color, sex, disability, familial status, national origin or ancestry, military status, sexual orientation, or gender identity.
- (b) To discriminate against any person in the terms, conditions of services or facilities in connection therewith, because of race, religion, color, sex, disability, familial status, national origin or ancestry, military status, sexual orientation, or gender identity.
- (c) To make, print, publish, disseminate or use, or cause to be made, printed, published, disseminated or used, any notice, statement, advertisement or application, with respect to the sale or rental of real property that indicates any preference, limitation, specification or discrimination based on race, religion, color, sex, disability, familial status, national origin or ancestry, military status, sexual orientation, or gender identity, or an intention to make any such preference, limitation, specification or discrimination.
- (d) To represent to any person because of race, religion, color, sex, disability, familial status, national origin or ancestry, military status, sexual orientation or gender identity, that any real property is not available for inspection, sale or rental when such real property is in fact so available.
- (e) For profit, to induce or attempt to induce any person to sell or rent any real property by representation regarding the entry or prospective entry into the neighborhood of a person or persons of a particular race, religion, color, sex, disability, familial status, national origin or ancestry, military status, sexual orientation, or gender identity.

- (f) To deny any person access to or membership or participation in any multiple-listing service, real estate brokers' organization or other service, organization or facility relating to the business of selling or renting real property, or to discriminate against such person in the terms or conditions of such access, membership or participation, because of race, religion, color, sex, disability, familial status, national origin or ancestry, military status, sexual orientation or gender identity.
- (g) To discriminate against any person in such person's use or occupancy of real property because of the race, religion, color, sex, disability, familial status, national origin or ancestry, military status, sexual orientation or gender identity of the people with whom such person associates.
- (h)
  - (1) To discriminate in the sale or rental, or to otherwise make unavailable or deny, residential real property to any buyer or renter because of a disability of:
    - (a) That buyer or renter,
    - (b) a person residing in or intending to reside in such real property after it is sold, rented or made available; or
    - (c) any person associated with that buyer or renter.
  - (2) To discriminate against any person in the terms, conditions or privileges of sale or rental of residential real property or in the provision of services or facilities in connection with such real property because of a disability of:
    - (a) That person;
    - (b) a person residing in or intending to reside in that real property after it is so sold, rented or made available; or
    - (c) any person associated with that person.
  - (3) For purposes of this subsection (h), discrimination includes:
    - (a) A refusal to permit, at the expense of the person with a disability, reasonable modifications or existing premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full enjoyment of the premises;
    - (b) a refusal to make reasonable accommodations in rules, policies, practices or services, when such accommodations may be necessary to afford such person equal opportunity to use and enjoy residential real property; or
    - (c) in connection with the design and construction of covered multifamily residential real property for first occupancy on and after January 1, 1992, a failure to design and construct such residential real property in such a manner that:
      - (i) The public use and common use portions of such residential real property are readily accessible to and usable by persons with disabilities;
      - (ii) all the doors designed to allow passage into and within all premises within such residential real property are sufficiently wide to allow passage by persons with disabilities who are in wheelchairs; and
      - (iii) all premises within such residential real property contain the following features of adaptive design: An accessible route into and through the residential real property; light switches, electrical outlets,

thermostats and other environmental controls in accessible locations; reinforcements in bathroom walls to allow later installation of grab bars; and usable kitchens and bathrooms such that an individual in a wheelchair can maneuver about the space.

- (4) Compliance with the appropriate requirements of the American national standard for buildings and facilities providing accessibility and usability for physically handicapped people, commonly cited as “ANSI A 117.1,” suffices to satisfy the requirements of subsection (h)(3)(C)(iii).
  - (5) As used in this subsection (h), “covered multifamily residential real property” means:
    - (a) Buildings consisting of four or more units if such buildings have one or more elevators; and
    - (b) ground floor units in other buildings consisting of four or more units.
  - (6) Nothing in this chapter shall be construed to invalidate or limit any state law or ordinance that requires residential real property to be designed and constructed in a manner that affords persons with disabilities greater access than is required by this chapter.
  - (7) Nothing in this subsection (h) requires that residential real property be made available to an individual whose tenancy would constitute a direct threat to the health or safety of other individuals or whose tenancy would result in substantial physical damage to the property of others.
- (i) It shall be unlawful for any person or other entity whose business includes engaging in real estate related transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of the race, religion, color, sex, disability, familial status, national origin or ancestry, sexual orientation or gender identity of such person or of any person associated with such person in connection with any real estate related transaction.
- (1) As used in this section, “real estate related transaction” means any of the following:
    - (a) The making or purchasing of loans or providing other financial assistance:
      - (i) For purchasing, constructing, improving, repairing or maintaining a dwelling; or
      - (ii) secured by real property.
    - (b) The selling, brokering or appraising of real property.
  - (2) Nothing in this section prohibits a person engaged in the business of furnishing appraisals of real property to take into consideration factors other than race, religion, color, sex, disability, familial status, national origin or ancestry, sexual orientation or gender identity.
- (j) Nothing in this section shall prohibit a religious organization, association or society, or any nonprofit institution or organization operated, supervised, or controlled by or in conjunction with a religious organization, association, or society, from limiting the sale, rental, assignment or occupancy of any housing/real property which it owns or operates, for other than commercial purposes, to persons of the same religion, or from giving preference to

such persons, unless membership in such religion is restricted on account of race, sex, familial status, military status, disability, color, national origin or ancestry.

- (k) Nothing in this section shall prohibit a nonprofit private club, not, in fact, open to the public, which, incident to its primary purpose or purposes, provides lodging which it owns and operates for other than a commercial purpose, from limiting the rental or occupancy of such lodgings to its members or from giving preference to its members.
- (l) Nothing in this section, other than the prohibitions against discriminatory advertising, shall apply to:
  - (1) The sale or rental of any single family house by an owner, provided the following conditions are met:
    - (a) The owner does not own or have any interest in more than three single family houses at any one time; and
    - (b) the house is sold or rented without the use of a real estate broker, agent or salesperson or the facilities of any person in the business of selling or renting dwellings. If the owner selling the house does not reside in it at the time of the sale or was not the most recent resident of the house prior to such sale, the exemption in this subsection applies to only one such sale in any 24-month period; or,
  - (2) rooms or units in buildings containing living quarters occupied or intended to be occupied by no more than four families living independently of each other, if the owner actually maintains and occupies one of such living quarters as the owner's residence.
- (m) Nothing in this chapter limits the applicability of any reasonable local, state or federal restrictions regarding the maximum number of occupants permitted to occupy a dwelling. Nor does any provision in this chapter regarding familial status apply with respect to dwellings provided under any state or federal program specifically designed and operated to assist elderly persons, as defined in the state or federal program, or to housing for older persons. As used in this subsection, "housing for older persons" means housing communities:
  - (1) Intended for, and at least 80% occupied by, at least one person 55 years of age or older per unit and providing significant facilities and services specifically designed to meet the physical or social needs of such persons; or
  - (2) intended for and occupied solely by persons 62 years of age or older.
- (n) Nothing in this Section prohibits conduct against a person because such person has been convicted two or more times by any court of competent jurisdiction of the illegal manufacture or distribution of a controlled substance as defined in Section 102 of the Federal Controlled Substances Act (21 U.S.C. 802).

**Section 4.** That Article IV of Chapter 10, of the Code of Ordinances of the City of Manhattan, Kansas is hereby amended to read as follows:

## **ARTICLE IV. Complaint Procedures**

### **Sec. 10-19. Initiation of Complaint.**

- (a) Any aggrieved person who claims he or she has been, is being, or is about to be, discriminated against by an alleged unlawful act or practice in violation of this chapter may, personally, or by their parent or other legal guardian, or by an attorney at law, make, sign and file with the director a written verified complaint which shall state the names and addresses of the person or persons, hereinafter referred to as respondent, alleged to have committed, be committing, or be about to commit, the unlawful act or practice complained of, and which shall set forth the particulars thereof and contain such other information as may be required by the director.
- (b) The director may, in like manner, make, sign and file such a complaint. Any employer whose employees, or some of whom, refuse or threaten to refuse to cooperate with the provisions of this chapter, may file with the director a written verified complaint asking for assistance by conciliation or other remedial action.
- (c) If a complaint is filed by the director that person shall not participate thereafter in the investigation of the complaint or in any public hearing thereon, except as a witness. If a complaint is filed by the director, the city manager shall designate a staff member to perform the resolution of that complaint.

### **Sec. 10-20. Amendment of Complaint.**

- (a) Any complaint may be reasonably and fairly amended at any time before the final closure of the complaint. Notification of any such amendment must be mailed by certified mail, return receipt requested, to all parties to said complaint within five working days of the amendment.
- (b) If a person is not named as a respondent in a complaint, but is identified as a respondent in the course of investigation, such person may be joined as an additional or substitute respondent upon written notice, within five working days of such identification, by certified mail, return receipt requested, to such person, the complainant, and the respondent originally named in the complaint. Said notice shall include an explanation of the reason or reasons such person is joined as an additional or substitute respondent and the reason or reasons said person was not named in the complaint originally.

### **Sec. 10-21. Confidentiality.**

Neither the board nor the director or staff of the human resources department shall divulge the names or addresses of complainants or respondents, or any other particulars of any complaint, investigation, finding or remedy, except as necessary to implement this or other sections of this chapter, or until a complaint becomes the subject of a public hearing or court proceeding, unless otherwise provided by law.

**Sec. 10-22. Complaint filing period.**

Complaints filed pursuant to this chapter must be filed within ninety (90) days after the alleged act of discrimination, unless the act complained of constitutes a continuing pattern or practice of discrimination in which event it will be from the last act of discrimination, except complaints alleging discrimination in housing, which must be filed no later than one year after an alleged discriminatory housing practice has occurred or terminated. Except in the filing of complaints alleging discrimination in housing, if good cause, in the sole discretion of the director, is shown for the filing of the complaint after the expiration of the ninety (90) day filing period, the director may extend the filing period for up to an additional ninety (90) days.

**Sec. 10-23. Notice to complainant.**

Within five (5) working days after the filing of the complaint, the director shall cause a copy of the complaint, or amended complaint, and written notification acknowledging its filing and advising of the time limits and choice of forums provided by local, state, and federal law to be mailed by certified mail, return receipt requested, to the complainant.

**Sec. 10-24. Notice of investigation.**

Within five (5) working days after the filing of the complaint, the director shall cause a copy of such complaint and written notification of their procedural rights and obligations under the law to be served by certified mail, return receipt requested, on all persons alleged to have engaged, be engaging, or be about to engage, in an unlawful act or practice. Said notice shall include the provisions of Section 10-26 of this chapter, and the time limits and choice of forums provided under local, state, and federal law.

**Sec. 10-25. Right of respondent to file answer.**

Each respondent may file, not later than ten working days after receipt of notice of the complaint, or any amended complaint, a written verified answer to any such complaint.

**Sec. 10-26. Prompt judicial action.**

If the director or board concludes, at any time following the filing of a complaint alleging an unlawful housing practice, that prompt judicial action is necessary to carry out the purposes of this chapter, the director or board may commence a civil action for appropriate temporary or preliminary relief pending final disposition of the complaint under this chapter. Any temporary restraining order or other order granting preliminary or temporary relief shall be issued in accordance with appropriate Rules of Civil Procedure. The commencement of a civil action under this section does not affect the initiation or continuation of administrative proceedings provided under local, state or federal law.

**Sec. 10-27. Investigation and determination of probable cause.**

- (a) Whenever the director has received a written verified complaint alleging that any person has engaged, is engaging, or is about to engage, in an unlawful act or practice in violation of this chapter, the director, or his or her designee, shall investigate that alleged unlawful act or practice.

- (b) The director, in the course and furtherance of the investigation of any written verified complaint, may issue a subpoena to compel the testimony of any person or to require the production of books, records, papers or any other material relevant or possibly relevant to the complaint. In the event that a subpoenaed person fails to appear and testify, or that the subpoenaed books, records, papers, or other materials are not produced, the director may seek enforcement of such subpoena in the manner provided by law.
- (c) The investigation of a complaint alleging unlawful discrimination in housing shall be commenced before the end of the 30th day after receipt of the complaint, and completed within one hundred (100) days after receipt of the complaint unless it is impracticable to do so, in which event the director shall cause both the complainant and the respondent to be notified in writing of the reasons for not doing so. Failing completion of investigation within one hundred (100) days, the provisions of the following paragraph shall apply to the investigation of housing complaints.
- (d) The investigation of a complaint alleging unlawful discrimination in employment or public accommodations shall be completed within one hundred fifty (150) days from the date the complaint was filed with the director, except that for good cause, the director may extend the time limit for completion of the investigation for an additional sixty (60) days. If it is impracticable to complete the investigation within the maximum time allowed by this subsection, the director shall notify both the complainant and respondent, in writing, of the reasons for not doing so, and the investigation may continue until its completion.
- (e) Upon completion of the investigation, the investigator shall, within five (5) business days, prepare a final investigative report and present it to the director for his or her review. The final investigative report shall contain at least:
  - (1) the names and dates of contacts with witnesses;
  - (2) a summary and the dates of correspondence and other contacts with the complainant and the respondent;
  - (3) a summary description of other pertinent records;
  - (4) a summary of witness statements; and
  - (5) answers to all interrogatories.
- (f) Within ten (10) business days after receipt of the final investigative report, the director shall determine whether probable cause exists for crediting the allegations of the complaint, and shall cause notice of that determination to be mailed to the complainant and respondent by certified mail, return receipt requested.
  - (1) If the director determines there is probable cause to credit the allegations of the complaint, the notice of the determination of probable cause:

- (a) shall consist of a short and plain statement of the facts upon which probable cause has been found;
  - (b) shall be based on the final investigative report;
  - (c) need not be limited to the facts or grounds alleged in the complaint;
  - (d) shall include notification of the commencement of, and provisions regarding, conciliation and persuasion;
  - (e) shall include notification of provision for a public hearing in the event of failure of conciliation and persuasion; and
  - (f) shall include notification of the choice of forums available.
- (2) If the director determines there is no probable cause to credit the allegations of the complaint, the notice of the determination shall also include a statement advising the parties that the complaint has been dismissed.

**Sec. 10-28. Conciliation and persuasion.**

- (a) During the period beginning with the filing of a complaint and ending with the filing of an order by the board or dismissal by the director, the director or his or her designee shall, to the extent feasible, engage in conciliation with respect to such a complaint.
- (b) A conciliation agreement arising out of such conciliation shall be an agreement between the respondent and the complainant, and shall be subject to the approval of the director.
- (c) A conciliation agreement may provide for binding arbitration of the dispute arising from the complaint. Any such arbitration that results from a conciliation agreement may award appropriate relief, including monetary relief.
- (d) If the director, after investigation of a complaint, determines that probable cause exists for crediting the allegations of the complaint, the director, or his or her designee, shall immediately endeavor to eliminate the unlawful act or practice complained of by conference, conciliation, and persuasion.
- (e) The complainant, respondent and director shall have forty-five (45) days from the receipt of notification of the determination of probable cause to enter into a conciliation agreement signed by all parties in interest, including the director, or his or her designee, indicating the agency's approval of the agreement.
  - (1) Upon agreement by all parties, the time for entering into such agreement may be extended.

- (2) The director may, in any event, for good cause grant an additional thirty (30) days for conciliation and persuasion upon the request of either the complainant or respondent.
- (f) Nothing said or done in the course of conciliation under this chapter may be made public or used as evidence in a subsequent proceeding under this chapter without the written consent of the persons concerned.
- (g) Notwithstanding paragraph (f), the director shall make available to the complainant and the respondent, upon request, following completion of the investigation, information derived from an investigation and any final investigative report relating to that investigation.
- (h) Each conciliation agreement shall be made public unless the complainant and respondent otherwise agree and the director determines that disclosure is not required to further the purposes of this chapter.
- (i) Any of the parties to a conciliation agreement may apply to the district court for specific performance of any such conciliation agreement.

**Sec. 10-29. Notice of public hearing.**

In case of failure to eliminate or remedy such unlawful act or practice by conference, conciliation, and persuasion, or in advance thereof, if in the judgment of the director circumstances so warrant, the director shall cause to be issued and served in the name of the board, a written notice, together with a copy of such complaint, as the same may have been amended, unless such a copy was previously served upon the respondent, requiring the respondent to answer the charges of such complaint at a hearing before at least three (3) members of the board, hereinafter referred to as hearing panel, at a time not less than thirty (30) days nor more than ninety (90) days after the service of the notice unless the respondent requests in writing and is granted a continuance. The place of such hearing shall be at city hall.

**Sec. 10-30. Election of civil action in lieu of public hearing.**

- (a) In lieu of a public hearing under section 10-29 in the matter of a complaint alleging discrimination in housing, a complainant, a respondent, or an aggrieved person on whose behalf a complaint was filed may elect to have the claims asserted in the complaint decided in a civil action, in accordance with this chapter.
- (b) The election must be made not later than twenty (20) days after the receipt, by the electing person, of service of the notice of a public hearing in accordance with section 10-29. The person making the election shall give notice to the director, and to all complainants and respondents to whom the complaint relates.

**Sec. 10-31. Subpoenas.**

- (a) The complainant or respondent may apply to the director for the issuance of a subpoena for the attendance of any person or the production or examination of any books, records or documents pertinent to the proceeding at the hearing. Upon such application the director shall issue such subpoena. The hearing panel may, as a result of its own decision that such

action is necessary, issue a subpoena to compel the attendance and testimony of any person or to require the production of any books, papers, records, or other materials relevant, or possibly relevant, to the complaint.

- (b) In the event that any subpoenaed person fails to attend and testify, or the subpoenaed documents are not produced, the hearing panel may request that the subpoena be enforced in the manner provided by law and continue the hearing until compliance with the subpoena can be so compelled.

**Sec. 10-32. Public hearing.**

- (a) The case in support of the complaint shall be presented before the hearing panel by the city attorney or his/her designee.
- (b) The complainant may appear in person, with or without counsel, present evidence, cross-examine witnesses, submit testimony, and request the completed complaint file be submitted as evidence.
- (c) Any endeavors at conciliation shall not be received in evidence.
- (d) The respondent may file a written verified answer to the complaint, as provided above, and appear at such hearing in person or otherwise, with or without counsel, present evidence, cross-examine witnesses, and submit testimony.
- (e) The hearing panel, or the complainant, shall have the power to amend any complaint reasonably and fairly, and the respondent shall have like power to amend his or her answer.
- (f) The hearing panel shall be bound by the rules of evidence prevailing in courts of law or equity, and only relevant evidence of reasonable and probative value shall be received.
- (g) Reasonable examination and cross-examination shall be permitted.
- (h) All parties shall be afforded opportunity to submit briefs prior to adjudication.
- (i) The testimony taken at the hearing shall be under oath or affirmation and be recorded.
- (j) A public hearing may not be commenced regarding any alleged unlawful discriminatory practice after the beginning of the trial of a civil action commenced by the complainant under this chapter or state or federal law seeking relief with respect to that alleged unlawful discriminatory practice.

**Sec. 10-33. Order, remedies.**

- (a) If, upon all the evidence in the hearing, the hearing panel finds by a preponderance of the evidence that the respondent has engaged in, is engaging in, or is about to engage in, any unlawful act or practice as defined in this chapter, the hearing panel shall state the findings of fact and shall issue and cause to be served on such respondent an order requiring such respondent to cease and desist from such unlawful act or practice and to take such

affirmative corrective action as, in the judgment of the hearing panel, will effectuate the purposes of this chapter, including, but not limited to:

- (1) in employment complaints, the hiring, reinstatement and/or upgrading of employees, with or without back pay, with or without retroactive benefits, and the admission or restoration to membership in any respondent labor organizations denied in violation of this chapter, including a requirement for report of the manner of compliance;
  - (2) in public accommodations complaints, the admission to and full and equal use and enjoyment of the goods, services, facilities, and accommodations offered by the respondent place of public accommodation denied in violation of this chapter, including a requirement for report of the manner of compliance; or,
  - (3) in housing complaints, the selling or renting or assigning of specified housing/real property and the lending of money for the acquisition, construction, rehabilitation, repair or maintenance of housing/real property, or the granting of loans or other financial assistance secured by housing/real property, denied in violation of this chapter, including a requirement for report of the manner of compliance.
- (b) Pursuant to violation of section 10-18, and its subsections of this chapter, any such order may also include an award of actual damages, including damages caused by pain, suffering and humiliation. Such order may also, to vindicate the public interest, assess a civil penalty against the respondent:
- (1) in an amount not exceeding \$10,000.00, if the respondent has not been adjudged to have committed any prior unlawful housing practice;
  - (2) subject to the provisions of subsection 10-33(b)(4), in an amount not exceeding \$25,000.00, if the respondent has been adjudged to have committed one other unlawful housing practice during the five-year period ending on the date of the filing of the complaint; and
  - (3) subject to the provisions of subsection 10-33(b)(4), in an amount not exceeding \$50,000.00, if the respondent has been adjudged to have committed two or more unlawful housing practices during the seven-year period ending on the date of the filing of the complaint; except that
  - (4) if the acts constituting the unlawful housing practice that is the object of the complaint are committed by the same natural person who has previously been adjudged to have committed acts constituting an unlawful housing practice, then the civil penalties provided by subsections 10-33(b)(2) and 10-33(b)(3) may be imposed without regard to the period of time within which any subsequent unlawful housing practice occurred.
  - (5) Any such civil penalty shall be paid to the general fund of the city.

**Sec. 10-34. Order, dismissal.**

If, upon all the evidence, the hearing panel finds that a respondent has not engaged in, is not engaging in, and is not about to engage in, any such unlawful act or practice, the hearing panel shall state its findings of fact and shall issue and cause to be served on both the complainant and the respondent an order dismissing the complaint as to such respondent.

**Sec. 10-35. Service of order.**

A copy of the order shall be delivered by certified mail, return receipt requested, in all cases by the director to the complainant, to the respondent, and to such other public officers as the director may deem proper.

**Sec. 10-36. Reconsideration of order.**

In the event any party is dissatisfied with the decision or order of the hearing panel, the dissatisfied party, within ten (10) days from the date of receipt of notification of such decision or order, may apply for reconsideration with respect to any matter determined in the public hearing. Any such request for reconsideration shall be made to the director. The purpose of an application for reconsideration is to afford the hearing panel an opportunity to correct any errors in their decision and order. To that end, the application for reconsideration shall set forth, specifically, the ground or grounds on which the applicant considers the decision or order of the hearing panel to be in error. The application for reconsideration shall be granted or denied by the hearing panel within fourteen (14) days from the date such application is received. If an application for reconsideration is not granted within fourteen (14) days, it shall be deemed denied. In their order granting reconsideration, the hearing panel shall specify the issue or issues to be reconsidered and the additional evidence, if any, to be allowed. If additional evidence is to be allowed, the director shall schedule a public hearing on the matter no less than ten (10) days nor more than twenty-five (25) days after the application for reconsideration was granted. If reconsideration is granted, the matter shall be determined by the hearing panel within the later of thirty (30) days after the application for reconsideration is granted, or fourteen (14) days after the conclusion of the public hearing, if one is held for the admission of additional evidence. An order made after reconsideration abrogating, changing or modifying the original order or decision shall have the same force and effect as an original order or decision.

**Sec. 10-37. Time limit for final administrative disposition.**

Final administrative disposition of a complaint should be made within one year following its receipt, unless it is impracticable to do so, in which event the director shall cause the complainant and respondent to be notified, in writing, of the reasons for not doing so.

**Sec. 10-38. Appeal to district court.**

The final decision and order of the hearing panel shall constitute the decision of the Human Rights and Services Board and may be appealed as such to the district court of Riley County, Kansas, pursuant to K.S.A. 12-16,106.

**Sec. 10-39. Civil enforcement of order.**

- (a) The director may secure enforcement of the final decision and order of the hearing panel in accordance with the Act for Judicial Review and Civil Enforcement of Agency Actions as provided by K.S.A. 12-16,106 through the city attorney or his/her designee.

- (b) Within forty-five (45) days after an order relating to an unlawful housing practice issued by the hearing panel has become final, or within thirty (30) days after the director has received written notification of the manner in which a respondent has complied with the hearing panels' final order, an aggrieved person may bring a civil action in the district court of the county in which the alleged unlawful housing practice is alleged to have occurred, or in which the respondent resides or transacts business. Such action may be brought to enforce the final order of the hearing panel, or to enforce any of the rights granted or protected by this chapter insofar as such rights relate to the subject of the complaint with respect to which the order was issued. All such actions shall be heard by the court in trial de novo. Upon application of any party to such action, the director shall make available to all parties the records and information gathered during any investigation or hearing conducted pursuant to the authority granted by this chapter, except that any records or information concerning the director's efforts to eliminate or correct the alleged unlawful housing practice by informal methods of conference, conciliation and persuasion shall not be admissible as evidence in such action. If the respondent requests a copy of the transcript of the hearing, the respondent shall pay for the cost of its preparation.
- (c) In a civil action under this section, if the court finds that an unlawful housing practice has occurred or is about to occur, the court may, in its discretion, grant as relief any permanent, temporary or mandatory injunction, temporary restraining order or other proper order, but any sale, encumbrance or rental consummated prior to the issuance of any court order issued under the authority of this chapter, involving a bona fide purchaser, encumbrancer or tenant without actual notice of the existence of the filing of a complaint or civil action under the provisions of this chapter shall not be affected.

**Sec. 10-40. Election of civil action.**

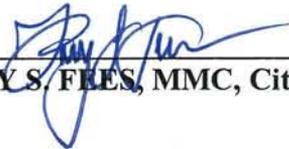
- (a) A complainant may commence a civil action in a district court of the county in which the alleged unlawful housing practice is alleged to have occurred, or in which the respondent resides or transacts business, not later than two (2) years after the occurrence or the termination of an alleged unlawful housing practice, or the breach of a conciliation agreement entered into under this chapter to resolve an alleged unlawful housing practice, whichever occurs last, to obtain appropriate relief with respect to such alleged unlawful housing practice or breach. Except in the case of an action arising from a breach of a conciliation agreement, the computation of the two-year period shall not include any time during which an administrative proceeding under this chapter was pending with respect to a complaint under this chapter based on such an alleged unlawful housing practice.
- (b) If the United States Department of Housing and Urban Development, the Kansas Human Rights Commission, or the director has obtained a conciliation agreement with the consent of the complainant, no action may be filed under this section by such complainant with respect to the alleged unlawful housing practice which forms the basis for such complaint except for the purpose of enforcing the terms of such an agreement.
- (c) A complainant may not commence a civil action under this Section with respect to an alleged unlawful housing practice which:

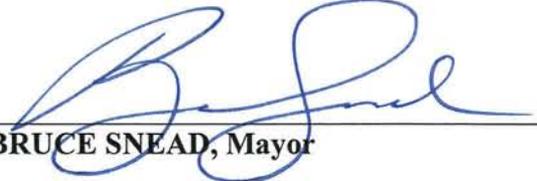
- (1) forms the basis of a determination of probable cause by the director; and
  - (2) on which a public hearing as set out in this chapter has commenced on the record.
- (d) In a civil action under this section, if the court finds that an unlawful housing practice has occurred or is about to occur, the court may award to the plaintiff actual and punitive damages and may grant as relief, as the court deems appropriate, any permanent or temporary injunction, temporary restraining order or other order, including an order enjoining the defendant from engaging in such practice or ordering such affirmative action as may be appropriate. The court, in its discretion, may allow the prevailing party reasonable attorney fees and costs. The city shall be liable for such fees and costs to the same extent as a private person.
- (e) Relief granted under this section shall not affect any contract, sale, encumbrance or lease consummated before the granting of such relief and involving a bona fide purchaser, encumbrance or tenant, without actual notice of the filing of a complaint or civil action under this chapter.

**Section 5.** That this ordinance shall be published in the official city newspaper and shall be effective on September 1, 2011.

**PASSED AND ADOPTED BY THE GOVERNING BODY OF THE CITY OF MANHATTAN, KANSAS, ON THIS 8<sup>TH</sup> DAY OF FEBRUARY, 2011.**



  
\_\_\_\_\_  
GARY S. FLES, MMC, City Clerk

  
\_\_\_\_\_  
BRUCE SNEAD, Mayor



## **Possible Amendment to the City's Anti-Discrimination Ordinance**

Human Rights & Services Board  
March 10, 2016

# Discussion Agenda

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## 1. City Commission's Request:

- ▶ Input on whether/how to prohibit discrimination in housing, employment, and/or public accommodations on the basis of sexual orientation and/or gender identity

## 2. Overview of discrimination laws in Kansas

## 3. Existing City of Manhattan law

- ▶ Chapter 10 of the City Code

## 4. Possible recommendations

## 5. General parameters

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# Discrimination Laws in Kansas

	Employment (4 or more employees)	Public Accommodations	Housing	Enforcement
Race	Yes	Yes	Yes	KHRC**
Color	Yes	Yes	Yes	KHRC
Nat'l Origin/ Ancestry	Yes	Yes	Yes	KHRC
Sex	Yes	Yes	Yes	KHRC
Disability	Yes	Yes	Yes	KHRC
Religion	Yes	Yes	Yes	KHRC
Age	Yes	No	No	KHRC
Familial Status	No	No	Yes	KHRC
Military Status	Yes	Yes	Yes	Civil Court***
Sexual Orientation	No	No	No	n/a
Gender Identity	No	No	No	n/a

\*General overview of state laws. Exceptions and defenses may apply.

\*\*Kansas Human Rights Commission (dual filing with EEOC)

\*\*\*Military may provide assistance.

# Existing City of Manhattan Ordinance

- ▶ Chapter 10 of the City Code (applies only in City)

	Employment (4 or more employees)	Public Accommodations	Housing
Race	Yes	Yes	Yes
Color	Yes	Yes	Yes
Nat'l Origin/ Ancestry	Yes	Yes	Yes
Sex	Yes	Yes	Yes
Disability	Yes	Yes	Yes
Religion	Yes	Yes	Yes
Age	Yes	Yes	Yes
Familial Status	Yes	Yes	Yes
Military Status	Yes	Yes	Yes
Sexual Orientation	No	No	No
Gender Identity	No	No	No

**\*Not protected by state law, but protected by City ordinance**

**\*\*Not protected by state or local law.**



# Existing City of Manhattan Ordinance

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- ▶ Establishes a policy against discrimination
- ▶ Creates the Human Rights & Services Board
- ▶ Establishes process to receive, investigate and conciliate discrimination complaints
  - ▶ Informal
  - ▶ Voluntary
  - ▶ If unresolved, referred to federal/state agency



# Possible Recommendations

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- ▶ Option 1: Decline to amend the ordinance.
- ▶ Option 2: Adopt ordinance/resolution with policy statement against discrimination on the basis of SO and/or GI
  - ▶ No enforcement/penalty process
- ▶ Option 3: Amend existing version of Chapter 10 to add SO and/or GI to list of protected classes
  - ▶ Informal, voluntary resolution process
  - ▶ If unresolved, no referral at this time



# Possible Recommendations

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- ▶ Option 4: Amend existing version of Chapter 10 to add SO and/or GI to list of protected classes
  - ▶ Create local human rights commission to enforce complaints on the basis of SO and/or GI only
  - ▶ Other complaints still referred to KHRC
- ▶ Option 5: Amend existing version of Chapter 10 to add SO and/or GI to list of protected classes
  - ▶ Create local human rights commission to enforce all complaints of discrimination



# General Parameters

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- ▶ Protected Class(es):
  - ❑ Sexual Orientation
  - ❑ Gender Identity
  
- ▶ Protected Context(s):
  - ❑ Employment
  - ❑ Housing
  - ❑ Public Accommodations
  
- ▶ Application/Exceptions

