


**MEMORANDUM**

**TO:** City Council Members  
Cindy Gust-Jenson

**FROM:** Ed Rutan   
Ralph Chamness

**DATE:** March 2, 2007

**SUBJECT:** Proposed Ordinance on Non-Discrimination in Employment

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On April 5, 2000, Mayor Anderson adopted an Executive Order concerning non-discrimination in City employment. The Executive Order provided, *inter alia* that "Salt Lake City Corporation employees shall not discriminate against an otherwise qualified employee or applicant based on race, color, national origin, sex, religion, age, veteran status, sexual orientation, or disability." The Executive Order was updated on April 4, 2001 to clarify *inter alia* that it was intended "to assist in the administration and implementation of, but not to supersede, applicable City ordinances."

The proposed ordinance would adopt the paragraph of the Executive Order quoted above, but replaces "veteran status" with "honorable service in the United States uniformed services." This change was made to clarify that the City could make an employment decision based on a veteran's dishonorable (or other less than honorable) discharge.

The proposed ordinance also adopts the paragraph of the Executive Order relating to filing complaints with the addition that complaints may also be filed with the City Attorney's Office as well as the City Compliance Officer in Human Resources.

The proposed ordinance does not include the second paragraph of the Executive Order, which addressed "equity and fairness" in personnel decisions.

EPR:ss

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SALT LAKE CITY ORDINANCE  
No. \_\_\_\_\_ of 2007  
(Non-Discrimination in City Employment)

AN ORDINANCE ENACTING SECTION 2.53.035 *SALT LAKE CITY CODE*,  
RELATING TO NON-DISCRIMINATION IN CITY EMPLOYMENT.

Be it ordained by the City Council of Salt Lake City, Utah:

SECTION 1. That Section 2.53.035, *Salt Lake City Code*, pertaining to non-discrimination in City employment be, and the same hereby is, enacted to read as follows:

**2.53.035 Non-Discrimination in City Employment:**

A. Salt Lake City Corporation employees shall not discriminate against an otherwise qualified employee or applicant based on race, color, national origin, sex, religion, age, honorable service in the United States uniformed services, sexual orientation, or disability.

B. All City employees will be held accountable for maintaining a productive, nondiscriminatory work environment.

C. If they believe they have been victims of discrimination under this Section 2.53.035, under City Policy, or under Federal guidelines, employees may file grievances with the City Compliance Officer in Human Resources or with the City Attorney's Office. Complaints will be promptly investigated. The complainant will be notified as soon as possible regarding the disposition of the complaint.

SECTION 2. This ordinance shall take effect immediately upon the date of its first publication.

Passed by the City Council of Salt Lake City, Utah this \_\_\_\_\_ day of \_\_\_\_\_,  
2007.

\_\_\_\_\_  
CHAIRPERSON

ATTEST:

\_\_\_\_\_  
CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on \_\_\_\_\_.

Mayor's Action: \_\_\_\_\_ Approved. \_\_\_\_\_ Vetoed.

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CHIEF DEPUTY CITY RECORDER

APPROVED AS TO FORM  
Salt Lake City Attorney's Office  
Date March 2, 2007  
By [Signature]

(SEAL)

Bill No. \_\_\_\_\_ of 2007.  
Published: \_\_\_\_\_.