



City of Greensboro

Melvin Municipal
Office Building
300 W. Washington Street
Greensboro, NC 27401

Agenda Report

File Number: 2021-217

Agenda Item# E.2.

Agenda Date: 8/31/2021. **Department:** Legal

Meeting Type: Council Meeting **Category:** General Business Agenda

Title: 2021 – 217 Ordinance Amending Chapter 12 of the Greensboro Code of Ordinances to Add Enforcement Procedures and Civil Penalties for Discrimination in Public Accommodations and Employment

Council Priority: Place an 'x' in the box.

- ☒ Create an Environment to Promote Economic Development Opportunities and Job Creation
- ☐ Maintain Infrastructure and Provide Sustainable Growth Opportunities
- ☒ Promote Public Safety & Reduce Crime
- ☒ Exceptional Customer Service and a Diverse City Government Workforce
- ☐ Ensure Fiscal Stewardship, Transparency, & Accountability

Council District: All

Public Hearing: No

Advertising Date/By: N/A

Contact 1 and Phone: Dr. Love C. Jones, Ext 2038

Contact 2 and Phone: Chuck D. Watts, Ext 2320

PURPOSE:

Amend Chapter 12 of the Greensboro Code of Ordinances to Add Enforcement Procedures and Civil Penalties for Discrimination in Public Accommodations and Employment. Please click the following links to review the documents: <https://www.greensboro-nc.gov/home/showdocument?id=49810&t=637654182879869682> and <https://www.greensboro-nc.gov/home/showdocument?id=49812&t=637654182887056948>.

BACKGROUND:

On January 19, 2021, City Council passed an ordinance amending Chapter 12 of the Greensboro Code of Ordinances to prohibit discrimination in Public Accommodations, Employment, and Fair Housing, on the basis of sexual orientation, gender identity or gender expression, or on the basis of hair texture and hairstyles that are commonly associated with race or national origin. This ordinance further amends Chapter 12 to include procedures to enforce these violations and other types of discrimination prohibited by Chapter 12. This ordinance includes a \$500.00 civil

penalty for each violation, and for a continuing violation, each day the violation continues is a separate violation. This ordinance also gives the Human Rights Director the authority to seek equitable enforcement of the discrimination provisions in this ordinance in the Guilford County Superior Court pursuant to N.C.G.S. 160A-175. These enforcement procedures and civil penalties apply to both individuals and businesses.

BUDGET IMPACT:

None.

ACCOUNT NUMBER:

N/A

RECOMMENDATION / ACTION REQUESTED:

It is recommended that City Council adopt the Ordinance Amending Chapter 12 of the Greensboro Code of Ordinances to add enforcement procedures and civil penalties for discrimination in Public Accommodations and Employment.