



**COMMISSION RECOMMENDATION**

**HUMAN RIGHTS COMMISSION**

**Recommendation Number: 20140728-005:** Amend City Code Chapter 5-2 to add broad protections substantially equivalent to the protections found in federal law to prohibit retaliation

**WHEREAS**, the City of Austin has a long history of promoting fair treatment and equal opportunity for all individuals in employment, housing, and public accommodations; and

**WHEREAS**, the Austin City Code prohibits retaliation against any person who exercises or assists another in exercising fair housing rights. City Code, Chapter 5-1 (“Housing Discrimination”); and

**WHEREAS**, the Austin City Code prohibits retaliation against any person who opposes an unlawful employment practice or exercises or assists another in exercising a right to be free of unlawful employment practices. City Code, Chapter 5-3 (“Discrimination in Employment Generally”); and

**WHEREAS**, the Austin City Code prohibits retaliation against persons who have opposed unlawful discrimination against a person who has AIDS or exercises or assists another in exercising a right to be free of such discrimination. City Code, Chapter 5-5 (“Discrimination against People with AIDS”); and

**WHEREAS**, the City Code provides no similar protections to prohibit retaliation against individuals who oppose unlawful discrimination in public accommodations or exercise or assist another in exercising a right to be free of such discrimination. *See* City Code, Chapter 5-2 (“Discrimination in Public Accommodations”); and

**WHEREAS**, Federal law prohibits retaliation for opposing public accommodations discrimination;

**NOW THEREFORE, BE IT RESOLVED**, that the Austin Human Rights Commission recommends City Council to amend City Code Chapter 5-2 to add broad protections substantially equivalent to the protections found in federal law to prohibit retaliation against individuals who oppose unlawful discrimination in public accommodations or exercise or assist another in exercising a right of fair and equal access to public accommodations.

Date of Approval: July 28, 2014

Record of the vote: 6-0, Commissioner Cortez absent

Attest: \_\_\_\_\_