



33 (20) REPRODUCTIVE HEALTH ACTION means an individual's receipt or  
34 provision of services or counseling related to the reproductive system and its  
35 functions, including, but not limited to: family planning services, abortion,  
36 birth control, emergency contraception, sterilization, and pregnancy testing;  
37 fertility-related medical procedures; or sexually transmitted disease  
38 prevention, testing, or treatment.

39 **PART 4.** City Code Section 5-1-17 (*Appraisal Exemption*); Subsections (A) and (B)  
40 of City Code Section 5-1-51 (*Discrimination in Sale or Rental of Housing*); City Code  
41 Section 5-1-52 (*Publication Indicating Discrimination*), Section 5-1-53 (*Availability for*  
42 *Inspection, Sale, or Rental*), and Section 5-1-54 (*Entry into Neighborhood*); Subsection  
43 (A) of City Code Section 5-1-56 (*Residential Real Estate Related Transaction*); and City  
44 Code Section 5-1-57 (*Brokerage Services*) are amended as follows:

45 **§ 5-1-17 APPRAISAL EXEMPTION.**

46 This article does not prohibit a person engaged in the business of furnishing  
47 appraisals of residential real property from taking into consideration factors other  
48 than race, color, religion, sex, sexual orientation, gender identity, disability, age,  
49 familial status, marital status, student status, creed, national origin, [ø] protective  
50 hairstyle, or reproductive health action.

51 **§ 5-1-51 DISCRIMINATION IN SALE OR RENTAL OF HOUSING.**

52 (A) A person may not refuse to sell or rent a dwelling to a person who has made  
53 a bona fide offer; refuse to negotiate for the sale or rental of a dwelling; or  
54 otherwise make unavailable or deny a dwelling to any person based on race,  
55 color, religion, sex, sexual orientation, gender identity, age, familial status,  
56 disability, marital status, student status, creed, national origin, protective  
57 hairstyle, reproductive health action, or source of income.

58 (B) A person may not discriminate against a person in the terms, conditions, or  
59 privileges of sale or rental of a dwelling or in providing services or facilities  
60 in connection with the sale or rental, based on race, color, religion, sex,  
61 sexual orientation, gender identity, age, familial status, disability, marital  
62 status, student status, creed, national origin, protective hairstyle,  
63 reproductive health action, or source of income.

64 **§ 5-1-52 PUBLICATION INDICATING DISCRIMINATION.**

65 A person may not make, print, or publish or cause to be made, printed, or  
66 published any notice, statement, or advertisement with respect to the sale or rental  
67 of a dwelling that indicates any preference, limitation, or discrimination based on

68 race, color, religion, sex, sexual orientation, gender identity, disability, age,  
69 familial status, marital status, student status, creed, national origin, protective  
70 hairstyle, reproductive health action, or source of income, or an intention to make  
71 such a preference, limitation, or discrimination.

72 **§ 5-1-53 AVAILABILITY FOR INSPECTION, SALE, OR RENTAL.**

73 A person may not represent to a person based on race, color, religion, sex,  
74 sexual orientation, gender identity, disability, age, familial status, marital status,  
75 student status, creed, national origin, protective hairstyle, reproductive health  
76 action, or source of income that a dwelling is not available for inspection, sale or  
77 rental when the dwelling is available for inspection.

78 **§ 5-1-54 ENTRY INTO NEIGHBORHOOD.**

79 A person may not, for profit, induce or attempt to induce a person to sell or  
80 rent a dwelling by representations regarding the entry or prospective entry into a  
81 neighborhood of a person based on a particular race, color, religion, sex, sexual  
82 orientation, gender identity, disability, age, familial status, marital status, student  
83 status, creed, national origin, protective hairstyle, reproductive health action, or  
84 source of income.

85 **§ 5-1-56 RESIDENTIAL REAL ESTATE RELATED TRANSACTION.**

86 (A) A person whose business includes engaging in residential real estate related  
87 transactions may not discriminate against a person in making a real estate  
88 related transaction available or in the terms or conditions of a real estate  
89 related transaction because of race, color, religion, sex, sexual orientation,  
90 gender identity, disability, age, familial status, marital status, student status,  
91 creed, national origin, protective hairstyle, reproductive health action, or  
92 source of income.

93 **§ 5-1-57 BROKERAGE SERVICES.**

94 A person may not deny any person access to, or membership or participation  
95 in, a multiple-listing service, real estate brokers' organization or other service,  
96 organization, or facility relating to the business of selling or renting dwellings, or  
97 discriminate against a person in the terms or conditions of access, membership, or  
98 participation in such an organization, service, or facility because race, color,  
99 religion, sex, sexual orientation, gender identity, disability, age, familial status,  
100 marital status, student status, creed, national origin, protective hairstyle,  
101 reproductive health action, or source of income.

102 **PART 5.** City Code Section 5-2-2 (*Definitions*) is amended to add a new definition for  
103 “Reproductive Health Action” and to renumber the remaining definitions accordingly:

- 104 (11) REPRODUCTIVE HEALTH ACTION means an individual’s receipt or  
105 provision of services or counseling related to the reproductive system and its  
106 functions, including, but not limited to: family planning services, abortion,  
107 birth control, emergency contraception, sterilization, and pregnancy testing;  
108 fertility-related medical procedures; or sexually transmitted disease  
109 prevention, testing, or treatment.

110 **PART 6.** City Code Section 5-2-4 (*Prohibited Practices*) is amended as follows:

111 **§ 5-2-4 PROHIBITED PRACTICES.**

- 112 (A) A person is entitled to the full and equal enjoyment of the goods, services,  
113 facilities, privileges, advantages, and accommodations of a public  
114 accommodation, without discrimination or segregation based on race, color,  
115 religion, sex, sexual orientation, gender identity, national origin, age,  
116 protective hairstyle, reproductive health action, or disability.
- 117 (B) A person, including the owner, operator, or lessee of a public  
118 accommodation may not directly or indirectly exclude, segregate, limit,  
119 refuse or deny a person the accommodations, advantages, facilities, benefits,  
120 privileges, services, or goods of the public accommodation based on race,  
121 color, religion, sex, sexual orientation, gender [~~identification~~] identity,  
122 national origin, age, protective hairstyle, reproductive health action, or  
123 disability.
- 124 (C) A person, including the owner, operator, or lessee of a public  
125 accommodation, may not circulate, issue, display, post, mail, or publish a  
126 statement, advertisement, or sign that indicates that the accommodations,  
127 advantages, facilities, benefits, privileges, services, or goods of the public  
128 accommodation will be denied to an individual based on race, color,  
129 religion, sex, sexual orientation, gender [~~identification~~] identity, national  
130 origin, age, protective hairstyle, reproductive health action, or disability, or  
131 that the patronage or presence of an individual is objectionable, unwelcome,  
132 unacceptable, undesirable, or unsolicited based on race, color, religion, sex,  
133 sexual orientation, gender [~~identification~~] identity, national origin, age,  
134 protective hairstyle, reproductive health action, or disability.

135 **PART 7.** City Code Section 5-3-2 (*Definitions*) is amended to add a new definition for  
136 “Reproductive Health Action” and to renumber the remaining definitions accordingly:

- 137 (16) REPRODUCTIVE HEALTH ACTION means an individual's receipt or  
138 provision of services or counseling related to the reproductive system and its  
139 functions, including, but not limited to: family planning services, abortion,  
140 birth control, emergency contraception, sterilization, and pregnancy testing;  
141 fertility-related medical procedures; or sexually transmitted disease  
142 prevention, testing, or treatment.

143 **PART 8.** Subsections (A) through (E) of City Code Section 5-3-4 (*Unlawful*  
144 *Employment Practices*) are amended as follows:

145 **§ 5-3-4 UNLAWFUL EMPLOYMENT PRACTICES.**

146 (A) An employer may not:

- 147 (1) fail or refuse to hire or to discharge any individual, or otherwise  
148 discriminate against an individual with respect to compensation,  
149 terms, conditions, or privileges of employment, based on the  
150 individual's race, color, religion, sex, sexual orientation, gender  
151 identity, national origin, age, protective hairstyle, reproductive health  
152 action, or disability; [ø]
- 153 (2) limit, segregate, or classify an employee or applicant for employment  
154 in a way which would deprive or tend to deprive an individual of  
155 employment opportunities or otherwise adversely affect the  
156 individual's status as an employee, based on the individual's race,  
157 color, religion, sex, sexual orientation, gender identity, national origin,  
158 age, protective hairstyle, reproductive health action, or disability[-]; or
- 159 (3) print or circulate, or cause to be printed or circulated, any statement,  
160 advertisement or publication, or to make any inquiry in connection  
161 with prospective employment, which expresses directly or indirectly  
162 any preference, limitation, specification or discrimination based on the  
163 individual's race, color, religion, sex, sexual orientation, gender  
164 identity, national origin, age, protective hairstyle, reproductive health  
165 action, or disability.

166 (B) An employment agency may not:

- 167 (1) fail or refuse to refer for employment, or otherwise discriminate  
168 against, an individual based on race, color, religion, sex, sexual  
169 orientation, gender identity, national origin, age, protective hairstyle,  
170 reproductive health action, or disability; [ø]

- 171 (2) classify or refer for employment an individual based on race, color,  
172 religion, sex, sexual orientation, gender identity, national origin, age,  
173 protective hairstyle, reproductive health action, or disability[-]; or
- 174 (3) print or circulate, or cause to be printed or circulated, any statement,  
175 advertisement or publication, or to make any inquiry in connection  
176 with prospective employment, which expresses directly or indirectly  
177 any preference, limitation, specification or discrimination based on the  
178 individual's race, color, religion, sex, sexual orientation, gender  
179 identity, national origin, age, protective hairstyle, reproductive health  
180 action, or disability.

181 (C) A labor organization may not:

- 182 (1) exclude or expel from its membership, or otherwise discriminate  
183 against, an individual based on race, color, religion, sex, sexual  
184 orientation, gender identity, national origin, age, protective hairstyle,  
185 reproductive health action, or disability[-];
- 186 (2) limit, segregate, or classify its membership, or applicants for  
187 membership, or classify or fail or refuse to refer for employment an  
188 individual in a way which would deprive or tend to deprive the  
189 individual of employment opportunities, limit employment  
190 opportunities, or otherwise adversely affect the individual's status as  
191 an employee or as an applicant for employment, based on the  
192 individual's race, color, religion, sex, sexual orientation, gender  
193 identity, national origin, age, protective hairstyle, reproductive health  
194 action, or disability; [øf]
- 195 (3) print or circulate, or cause to be printed or circulated, any statement,  
196 advertisement or publication, or to make any inquiry in connection  
197 with prospective employment, which expresses directly or indirectly  
198 any preference, limitation, specification or discrimination based on the  
199 individual's race, color, religion, sex, sexual orientation, gender  
200 identity, national origin, age, protective hairstyle, reproductive health  
201 action, or disability; or
- 202 (4)[(3)]cause or attempt to cause an employer to discriminate against an  
203 individual in violation of this section.

204 (D) An employer, labor organization, or joint labor-management committee  
205 controlling apprenticeship or other training or retraining, including on-the-

206 job training programs, may not discriminate against an individual based on  
207 race, color, religion, sex, sexual orientation, gender identity, national origin,  
208 age, protective hairstyle, reproductive health action, or disability in  
209 admission to or employment in a program established to provide  
210 apprenticeship or other training.

211 (E) Unless it is a bona fide occupational qualification for employment, an  
212 employer, labor organization, employment agency, or joint labor-  
213 management committee controlling apprenticeship or other training or  
214 retraining, including on-the-job training programs, may not print, publish, or  
215 cause to be printed or published a notice or advertisement that indicates a  
216 preference, limitation, specification, or discrimination based on race, color,  
217 religion, sex, sexual orientation, gender identity, national origin, age,  
218 protective hairstyle, reproductive health action, or disability related to:

219 (1) employment by the employer;

220 (2) membership in or classification or referral for employment by an  
221 employment agency; or

222 (3) admission to, or employment in, a program established to provide  
223 apprenticeship or other training by a joint labor-management  
224 committee.

225 **PART 9.** City Code Section 5-4-1 (*Definitions*) is amended to revise the definition of  
226 “Discriminatory Employment Practice,” to add a new definition for “Reproductive Health  
227 Action,” and to renumber the remaining definitions accordingly:

228 (3) **DISCRIMINATORY EMPLOYMENT PRACTICE** means discrimination  
229 against an individual because of race, creed, color, religion, national origin,  
230 sexual orientation, gender identity, disability, protective hairstyle,  
231 reproductive health action, sex or age, unless sex or age is a bona fide  
232 occupational qualification of employment during an employment action,  
233 including recruiting, advertising, hiring, layoff, termination, classification,  
234 training or selection for training, promotion, demotion, transfer, or  
235 compensation.

236 (7) **REPRODUCTIVE HEALTH ACTION** means an individual’s receipt or  
237 provision of services or counseling related to the reproductive system and its  
238 functions, including, but not limited to: family planning services, abortion,  
239 birth control, emergency contraception, sterilization, and pregnancy testing;

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fertility-related medical procedures; or sexually transmitted disease prevention, testing, or treatment.

**PART 10.** This ordinance takes effect on \_\_\_\_\_, 2022.

**PASSED AND APPROVED**

\_\_\_\_\_, 2022 § \_\_\_\_\_  
§ \_\_\_\_\_

Steve Adler  
Mayor

**APPROVED:** \_\_\_\_\_  
Anne L. Morgan  
City Attorney

**ATTEST:** \_\_\_\_\_  
Myrna Rios  
City Clerk

