

RESOLUTION NO. _____

A RESOLUTION OF THE CITY OF ERLANGER, KENTUCKY ENCOURAGING THE PROHIBITION OF CERTAIN DISCRIMINATORY PRACTICES WITHIN THE CITY OF ERLANGER AND CONDEMNING RACISM, DISCRIMINATION, AND BIGOTRY

WHEREAS, the City Council of the City of Erlanger desires to implement policies within the City to create an atmosphere of mutual understanding and respect between all its residents; and

WHEREAS, Title VII of the Civil Rights Act, as amended, protects employees and job applicants from employment discrimination based on race, color, religion, sex and national origin; and

WHEREAS, the Equal Pay Act of 1963 protects men and women from sex-based wage discrimination in the payment of wages or benefits, who perform substantially equal work in the same establishment; and

WHEREAS, the Age Discrimination in Employment Act (ADEA), as amended, protects persons 40 years of age or older from age-based employment discrimination; and

WHEREAS, Sections 501 and 505 of the Rehabilitation Act of 1973, as amended, protects employees and job applicants from employment discrimination based on disability; and

WHEREAS, the Civil Rights Act of 1991 amends several sections of Title VII to strengthen and improve Federal civil rights laws and provide for the recovery of compensatory damages in Federal sector cases of intentional employment discrimination; and

WHEREAS, the EEOC and the Kentucky Human Rights Commission provide protections for individuals that are discriminated against; and

WHEREAS, the City desires to encourage policies promoting fair treatment and equal opportunity for all persons regardless of race, color, religion, national origin, sex, age [over the age of forty (40)], disability, sexual orientation, gender identity, or familial status; and

WHEREAS, standing up against discrimination enhances the City's ability to protect residents, to promote economic development, and to foster a welcoming atmosphere; and

WHEREAS, the City encourages passage of fairness regulations to assist in augmenting the safety, comfort, health, welfare and enjoyment of all Erlanger residents.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ERLANGER, KENTON COUNTY THAT

The City of Erlanger, along with the residents and taxpayers, have a shared value that all people are created equal, and the City strongly encourages all businesses and individuals to make sure that no one is being mistreated because of their race, ethnicity, sexual orientation, religion or any other reason.

The City of Erlanger desires that everyone be treated equally, regardless of National Origin and encourages businesses to not discriminate based on an individual's natural texture and color of hair, hair style, including, but not limited to, braids, locks, twists and coverings, related to a person's place of birth or ancestry.

The City of Erlanger condemns all forms of racism, discrimination, and bigotry in our community.

The City of Erlanger encourages the residents and taxpayers of the City to be committed to fostering an inclusive civil environment where everyone in the community is treated with dignity and respect.

Provisions Severable

The provisions of this Resolution are severable; and the invalidity of any provision of this Resolution shall not affect the validity of any other provision thereof; and such other provisions shall remain in full force and effect if they remain valid in the absence of those provisions determined to be invalid.

Effective Date

This resolution shall be effective as soon as possible according to law.

Adopted this _____ day of _____, 2022.

JESSICA FETTE, MAYOR

DATE: _____