



Legislation Text

File #: 15-648, **Version:** 1

ITEM: ORDINANCE NO. 2015-11 (CIVIL RIGHTS)

AN ORDINANCE OF THE VILLAGE OF WELLINGTON, FLORIDA, AMENDING CHAPTER 1 OF THE VILLAGE'S CODE OF ORDINANCES ENTITLED "GENERAL PROVISIONS", BY CREATING SECTION 1-13, TO BE ENTITLED "CIVIL RIGHTS", PROVIDING FOR NON-DISCRIMINATION WITHIN THE VILLAGE OF WELLINGTON AND ALL OTHER ACTIVITIES PROMOTED OR SPONSORED BY THE VILLAGE OF WELLINGTON; PROVIDING FOR CONFLICT; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

REQUEST: Adoption of a Civil Rights Act Ordinance.

EXPLANATION: The Human Rights Council of Palm Beach County has requested that Wellington consider the adoption of a Civil Rights Ordinance prohibiting discrimination against individuals based upon the following categories: race, color, national origin, religion, sex, gender identity or expression, genetic information, sexual orientation, disability, marital status, pregnancy, familial status, or age. These categories are broader than those provided under Florida's Civil Rights Act, found in sections 760.01 through 760.11, *Florida Statutes*, Florida's Fair Housing Act, found in sections 760.20 through 760.27, and the Federal Civil Rights Act, none of which expressly include sexual orientation as a protected class.

The proposed ordinance would incorporate the above provisions, together with the County-wide Equal Employment Ordinance and the Ordinance for Equal Opportunity to Housing and Places of Public Accommodation, and would prohibit discrimination against a broader class of individuals than would otherwise be protected under state and federal law.

Although Staff believes Wellington's Equal Opportunity Employment Policy and Anti-Discrimination Policy adequately protect against discrimination based upon gender identity or expression and sexual orientation, Council has directed staff to prepare a Civil Rights Ordinance that incorporates Palm Beach County's Anti-Discrimination ordinances.

BUDGET AMENDMENT REQUIRED: NO

PUBLIC HEARING: YES **QUASI-JUDICIAL:** NO

FIRST READING: YES **SECOND READING:**

LEGAL SUFFICIENCY: YES

FISCAL IMPACT: NO

WELLINGTON FUNDAMENTAL: Responsive Government

RECOMMENDATION: Adoption of a Civil Rights Act Ordinance.

