



**Cooper City Commission Meeting
Agenda Item Request Form**

Commission Meeting/Workshop Date: April 23, 2019

Requesting Department: Administration/Commissioner Pulcini

Subject: Creating Chapter 2-7: "Non-Discrimination Policy"

Section:

Presentation

Consent

Regular

Discussion

Background and Recommendation (attach backup material to Item Request Form):

Ordinance No. 19-4-4 memorializes the City's longstanding policy of nondiscrimination in the City's Code of Ordinances and reaffirms its commitment to ensure that all individuals, irrespective of any immutable characteristic or protected status, have an equal opportunity of employment, advancement and success in the City.

Staff recommends approval of Ordinance No. 19-4-4 on first reading.

General Ledger Account Number(s) and Amount(s):

No fiscal impact.

Approvals:

Finance Director _____

Int.

City Manager

City Clerk

ORDINANCE NO. 19-4-4

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CITY'S CODE OF ORDINANCES BY AMENDING CHAPTER 2, ENTITLED "ADMINISTRATION," ARTICLE I ENTITLED, "IN GENERAL," BY CREATING SECTION 2-7, TO BE ENTITLED "NON-DISCRIMINATION POLICY;" CREATING A FORMAL NON-DISCRIMINATION POLICY FOR THE CITY OF COOPER CITY; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Cooper City (the "City") is an inclusive environment with a long history of diversity in its employment practices; and

WHEREAS, Section 1.1 of the City's Personnel Policy establishes an equal opportunity employment policy; and

WHEREAS, the City Commission seeks to further memorialize this longstanding policy of nondiscrimination in the City's Code of Ordinances; and

WHEREAS, the City Commission reaffirms its commitment to ensure that all individuals, irrespective of any immutable characteristic or protected status, have an equal opportunity of employment, advancement and success in the City; and

WHEREAS, the City Commission has held a public hearing in accordance with Florida law; and

WHEREAS, following proper notice to the public and after having received input and participation by interested members of the public and staff, the City Commission finds that the adoption of a formal non-discrimination policy is in the best interest of the citizens, residents, and business establishments in the City.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF COOPER CITY, FLORIDA:

Section 1. RECITALS ADOPTED. That each of the above-stated recitals is hereby adopted and confirmed.

Section 2. CHAPTER 2 OF CITY CODE AMENDED. That Section 2-7, to be entitled “Non-Discrimination Policy” of Article I “In General” of Chapter 2, entitled “Administration” of the City Code of the City of Cooper City, Florida, is hereby created to read, as follows:

ARTICLE I. IN GENERAL.

Sec. 2-7 Non-Discrimination Policy.

The City of Cooper City shall not discriminate against any person in its hiring, promotion, operation or sponsorship of any activities or programs, or engage in any other discriminatory practice against any person based on race, age, religion, color, gender, pregnancy, sexual orientation, gender identity and expression, national origin, marital status, physical or mental disability, political affiliation or any other factor.

Section 3. It is the intention of the City Commission of the City of Cooper City that the provisions of this Ordinance shall become and be made a part of the Code of Ordinances of the City of Cooper City, Florida, and that the Sections of this ordinance may be renumbered, re-lettered and the word "Ordinance" may be changed to "Section," "Article" or such other word or phrase in order to accomplish such intention.

Section 4. All Ordinances or parts of Ordinances, Resolutions or parts of Resolutions in conflict herewith be and the same are hereby repealed to the extent of such conflict.

Section 5. If any clause, section, or other part or application of this Ordinance shall be held by any court of competent jurisdiction to be unconstitutional or invalid, such

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Words in underlined type are additions.

unconstitutional or invalid part or application shall be considered as eliminated and so not affecting the validity of the remaining portions or applications remaining in full force and effect.

Section 6. This Ordinance shall become effective immediately upon its passage and adoption.

PASSED AND ADOPTED on First Reading this _____ day of _____, 2019.

PASSED AND FINAL ADOPTION on Second Reading this __ day of _____, 2019.

GREG ROSS
Mayor

ATTEST:

Kathryn Sims
City Clerk

ROLL CALL

Mayor Ross _____
Commissioner Curran _____
Commissioner Green _____
Commissioner Meltzer _____
Commissioner Pulcini _____

APPROVED AS TO LEGAL FORM:

JACOB G. HOROWITZ
City Attorney

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