

## **Ann Arbor Human Rights Commission's Resolution Urging the Adoption by Ann Arbor City Council of the Human Rights Commission's Proposed Update of the City's Non-Discrimination Ordinance**

**WHEREAS** Ann Arbor has a long, proud history of leadership in the protection of the human rights of its citizens;

**WHEREAS**, first passed in 1972, Ann Arbor's Non-Discrimination Ordinance was one of the first of its kind in the country and among the first to adopt many of its current protections;

**WHEREAS** Ann Arbor's Non-Discrimination Ordinance has contributed substantially to making Ann Arbor a diverse, inclusive, and vibrant city;

**WHEREAS**, despite occasional updates, the Non-Discrimination Ordinance has become outdated over its 42-year history in its language and the scope of its protection;

**WHEREAS** the enforcement mechanism contained in the current ordinance is no longer viable and so does not provide Ann Arbor citizens with a clear process by which to have violations of the ordinance addressed;

**WHEREAS**, over the last two years, the Ann Arbor Human Rights Commission has done extensive work to design revisions to the current ordinance that meet the needs expressed by members of the community, are aligned with federal and state law, and reflect best human rights protections and practices of other cities comparable to Ann Arbor;

**WHEREAS** the Human Rights Commission has worked closely with the City Attorney's Office to draft appropriate new language for the ordinance; and

**WHEREAS** Ann Arbor's residents, as well as all who come to work, study, start a business, or recreate here, deserve a Non-Discrimination Ordinance that provides the most complete protections for its people and fosters a thriving economic and social environment; now, therefore, be it

**RESOLVED**, that the Ann Arbor Human Rights Commission urges the Ann Arbor City Council to adopt the revisions to the Non-Discrimination Ordinance proposed by the Ann Arbor Human Rights Commission.

Passed on 24 September 2014 by the Ann Arbor Human Rights Commission