



**CITY OF SAN ANTONIO
OFFICE OF THE CITY COUNCIL
COUNCIL CONSIDERATION REQUEST**

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CITY CLERK

13 MAY 15 PM 1:09

TO: Mayor & City Council

FROM: Councilman Diego Bernal, District 1

COPIES TO: Sheryl Sculley, City Manager, Michael D. Bernard, City Attorney,
Leticia Vacek, City Clerk; Edward Benavides, Chief of Staff,
Chris Callanen, Assistant to the City Council;

SUBJECT: Discrimination-Free Workplace Initiative

DATE: May 13, 2013

Issue Proposed for Consideration

I respectfully request that the Office of the City Manager and City staff research and make appropriate recommendations for an ordinance that would:

- (1) consolidate the City's current anti-discrimination policies in the City Code;
- (2) expand the list of protected categories in the policies to recognize sexual orientation, gender identity, and veteran's status; and
- (3) update the policies to reflect current state of the law and best practices.

I respectfully request that the Governance Committee consider this request on May 21, 2013.

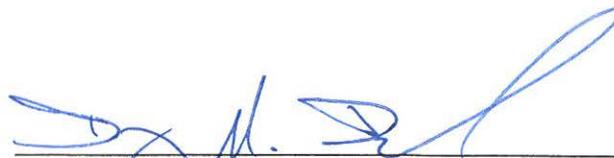
Cities throughout the country have established Human Rights Commissions to consider allegations of discrimination. I request that the City Manager and City Staff review programs such as the Commissions of Austin and Ft. Worth and determine what steps must be taken to create a Human Rights Commission in San Antonio. The Commission would provide, where the city is authorized by statute, processes to investigate complaints involving various types of discrimination, and provide remedies to an aggrieved party.

Brief Background

San Antonio is the 7th largest City in the country with a population of over 1.3 million. All deserve equal treatment when seeking employment, housing, public accommodations and contracting opportunities. Cities throughout the country have adopted anti-discrimination policies and have implemented procedures to hear complaints. Separate anti-discrimination provisions have been adopted in San Antonio over the years. For example, the City presently prohibits discrimination in the hiring and promotion of City employees. The City has also adopted a policy that prohibits discrimination in contracting as found in the SBEDA Ordinance adopted in 2010.

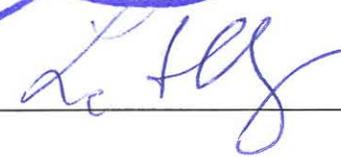
Consolidating these policies into a central location will provide easier access to these important policies. Expanding protections to recognize sexual orientation, gender identity, and veteran's status will demonstrate the City of San Antonio's commitment to human rights. Furthermore, establishing a Human Rights Commission to consider allegations of discrimination will provide a forum to the residents of San Antonio who have experienced discrimination.

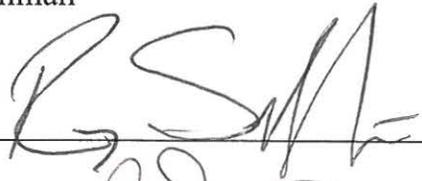
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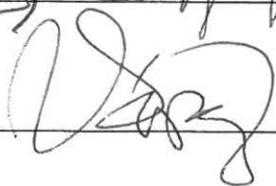


Sponsoring Councilman









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