1
 ORDINANCE NO. \_\_\_\_\_\_

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 3
 AN ORDINANCE TO DECLARE THE POLICY OF THE CITY OF LITTLE

 4
 ROCK, ARKANSAS, ON ISSUES NOT TO BE CONSIDERED IN HIRING;

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 TO DECLARE THE POLICY ON COMPANIES WITH WHICH THE CITY

 6
 CONTRACTS; TO DECLARE AN EMERGENCY; AND FOR OTHER

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 PURPOSES.

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9 WHEREAS, pursuant to the City of Little Rock Administrative Personnel Policy and Procedure 10 Manual, it is the policy of the City not to discriminate in its employment and personnel practices because 11 of a person's race, color, creed, religion, sex, national origin, age, disability, marital status, sexual 12 orientation, gender identity, genetic information, political opinions or affiliation; and,

WHEREAS, the City seeks to insure that its employees with responsibility for contracting with vendors do not discriminate against vendors because of the race, color, creed, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, genetic information, political opinions or affiliation of the vendors' owners; and,

WHEREAS, the City seeks to insure that its employees, in providing City services to the public and public accommodations, do not discriminate because of the race, color, creed, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, genetic information, political opinions or affiliation; and,

21 **WHEREAS**, the City seeks to encourage businesses and firms it does business with to adopt 22 employment practices and to make sales and provide services to the public without discrimination;

## NOW, THEREFORE BE IT ORDAINED BY THE BOARD OF DIRECTORS OF THE CITY OF LITTLE ROCK, ARKANSAS:

Section 1. The City of Little Rock shall not discriminate against vendors because of the race, color, creed, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, genetic information, political opinions or affiliation of the vendors' owners. All City Departments, Divisions, Commissions and offices that contract with vendors shall adopt a written policy that reflects such non-discrimination in contracting.

Section 2. Employees of the City of Little Rock in providing City services to the public and public
 accommodations shall not discriminate because of race, color, creed, religion, sex, national origin, age,
 disability, marital status, sexual orientation, gender identity, genetic information, political opinions or

affiliation. All City Departments, Divisions, Commissions and offices shall adopt a written policy that
 reflects such non-discrimination in providing City services.

Section 3. All contracts providing goods and services to the City of Little Rock shall contain a clause stating that the contracting party shall not discriminate on the basis of race, color, creed, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, or genetic information. All bid and proposal requests for such contracts from the City of Little Rock shall include notification of such a clause and the requirement that it be agreed to and followed.

8 Section 4. *Repealer*. All laws, ordinances, resolutions, or parts of the same, that are inconsistent with 9 the provisions of this resolution, are hereby repealed to the extent of such inconsistency.

Section 5. *Severability*. In the event any title, section, paragraph, item, sentence, clause, phrase, or word of this resolution is declared or adjudged to be invalid or unconstitutional, such declaration or adjudication shall not affect the remaining portions of the resolution which shall remain in full force and effect as if the portion so declared or adjudged invalid or unconstitutional were not originally a part of the resolution.

15 Section 6. Emergency Clause. It is important that the City not discriminate in the hiring of individuals 16 to work for the City as employees, and to assure that it is does not indirectly discriminate in the hiring of 17 individuals to work on City contracts; to assure to the extent possible than no such discrimination exists is 18 essential to the public health, safety and welfare; an emergency is, therefore, declared to exist and this 19 ordinance shall be in full force and effect from and after the date of its passage.

20 **PASSED**: April 21, 2015

21 **ATTEST: APPROVED:** 22 23 24 Susan Langley, City Clerk Mark Stodola, Mayor 25 **APPROVED AS TO LEGAL FORM:** 26 27 28 **Thomas M. Carpenter, City Attorney** 29  $\parallel$ 30 // 31 // 32 // 33 // 34 // 35 //