

First Reading: _____
Second Reading: _____

ORDINANCE NO. _____

AN ORDINANCE AMENDING CHATTANOOGA CITY CODE,
ARTICLE III, DIVISION 1, CHAPTER 2, SECTION 2-137; AND
ARTICLE III, DIVISION 10, CHAPTER 2, SECTION 2-183,
ANTI-HARASSMENT POLICY.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHATTANOOGA,
TENNESSEE:

SECTION 1. That Article III, Division 1, Chapter 2, Section 2-137, General purpose and Definitions of the Chattanooga City Code is hereby amended by deleting these subsections in their entirety and substituting in lieu thereof the following:

Sec. 2-137. General purpose.

(b) In order that this purpose may be accomplished, it shall be the policy of the city that:

- (1) Employment shall be based on merit and fitness, without regard to age, sex, race, religion, physical disability, national origin, protected veteran or military status, sexual orientation, gender identity or expression, and ethnicity or political affiliations, except where such category or class constitutes a bona fide occupational qualification.

SECTION 2. That Article III, Division 10, Chapter 2, Section 2-183, Anti-harassment policy, of the Chattanooga City Code is hereby amended by deleting this paragraph in its entirety and substituting in lieu thereof the following:

Sec. 2-183. Anti-harassment policy.

As an equal opportunity employer, the City is committed to promoting and maintaining a working environment free of all forms of sexual and other unlawful harassment and discrimination. Simply put, the City does not and will not tolerate illegal harassment of its employees. Any form of harassment related to an individual's race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity or expression, and ethnicity is a violation of this policy and will be treated as a disciplinary matter. The term "harassment" includes, but is not limited to, slurs, jokes and other verbal, graphic, or physical conduct, statements, or materials relating to an individual's race, color, sex, religion, national origin, age or disability sexual orientation, gender identity or expression, and ethnicity. "Harassment" also includes sexual advances, requests for sexual favors, unwelcome or offensive touching, sexually provocative or abusive language, and other verbal, graphic, or physical conduct of a sexual nature. Unlawful harassment may result in the loss of a tangible job benefit, take the form of an implied or express condition of employment, or it may result in an unduly hostile or oppressive work environment. If any employee has any questions about what constitutes harassing behavior, such employee is encouraged to contact his/her supervisor or the City Human Resources Director.

SECTION 3. BE IT FURTHER ORDAINED, That this Ordinance shall take effect two (2) weeks from and after its passage.

Passed on second and final reading:_____

CHAIRPERSON

APPROVED:____ DISAPPROVED:____

MAYOR

WAH/mms