CITY OF WEST DES MOINES
CITY COUNCIL MEETING COMMUNICATION

NO CHANGE FROM PREVIOUS READING

DATE: February 20, 2018

ITEM: Ordinance amending West Des Moines City Code Title 1, "Administrative", Chapter 10, "Finances" by adding Section 9, "Non-Discrimination Provision"

FINANCIAL IMPACT: None

BACKGROUND: The Iowa Civil Rights Act of 1965, as amended, provides protection to individuals on the basis of age, color, creed, disability, gender identity, national origin, race, religion, sex, sexual orientation, or veteran status in the areas of housing, public accommodation, education, credit practices and employment. The Act applies to both public and private employers. The attached ordinance incorporates the language of the Iowa Civil Rights Act in City code and requires that City agreements with contractors and vendors include similar non-discrimination language in the agreement. The City Council unanimously approved of the first reading of this proposed Ordinance at its meeting held on February 5, 2018.

OUTSTANDING ISSUES (if any): None

RECOMMENDATION: Approve the second reading, waive the third reading, and final approval of the ordinance.

Lead Staff Member: Richard J. Scieszinski, City Attorney JBW

STAFF REVIEWS

Department Director	Richard J. Scieszinski, City Attorney
Appropriations/Finance	
Legal	
Agenda Acceptance	

PUBLICATION(S) (if applicable)

Published In	
Dates(s) Published	

SUBCOMMITTEE REVIEW (if applicable)

Committee	Finance & Administration		
Date Reviewed	January 24, 2018		
Recommendation	Yes		

ORDINANCE NO.

AN ORDINANCE AMENDING THE CITY CODE OF THE CITY OF WEST DES MOINES, IOWA, 2014, TITLE 1, "ADMINISTRATIVE", CHAPTER 10 "FINANCES" BY ADDING SECTION 9 "NON-DISCRIMINATION PROVISION"

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF WEST DES MOINES, IOWA:

SECTION 1: Title 1, "Administration" Chapter 10, "Finances" is hereby amended by adding the following section and text:

1-10-9 NON-DISCRIMINATION. The City of West Des Moines does not discriminate on the basis of age, color, creed, disability, gender identity, national origin, race, religion, sex, sexual orientation, or veteran status. Contractors and vendors doing business with the City of West Des Moines shall not discriminate against any employees or applicants for employment on the basis of age, color, creed, disability, gender identity, national origin, race, religion, sex, sexual orientation, or veteran status and shall include a similar non-discrimination provision in all agreements associated with their business agreements with the City of West Des Moines.

SECTION 2. REPEALER. All Ordinances or parts of Ordinances in conflict with the provision of this Ordinance are hereby repealed.

SECTION 3. SAVINGS CLAUSE. If any section, provision, sentence, clause, phrase, or part of this Ordinance shall be adjudged invalid or unconstitutional, such adjudication shall not affect the validity of the Ordinance as a whole or any provision, section, subsection, sentence, clause, phrase, or part hereof not adjudged invalid or unconstitutional.

SECTION 4. EFFECTIVE DATE. This Ordinance shall be in full force and effect from and after its passage, adoption, and publication as required by law.

PASSED AND APPROVED this 20th day of February, 2018.

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Steven K. Gaer, Mayor

ATTEST:

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Ryan T. Jacobson,
City Clerk