

ORDINANCE NO. 0-07-98

An ordinance of the City of Gainesville, Florida, relating to Equal Opportunity; adopting the amended Policy Statement; adopting the amended Charter Officers' Duties Related to Equal Opportunity Policy; adopting the amended Discrimination, Harassment and Conduct Policy; adopting the amended Retaliation Policy; adopting the amended Disability Policy; adopting the amended Equal Employment Opportunity Policy; and adopting the amended Equal Opportunity Complaint Policy; providing a severability clause; providing a repealing clause; and providing an immediate effective date.

WHEREAS, on July 12, 1999, the City Commission adopted the City of Gainesville Equal Opportunity Policy Handbook by Resolution No. 981300; and

WHEREAS, the Equal Opportunity Policy Handbook includes certain Equal Opportunity Policies describing the City's directives involving discrimination, harassment, conduct, retaliation, disability, and equal employment opportunities; and

WHEREAS, on June 26, 2000, the City Commission adopted the Equal Opportunity Complaint Policy (Policy No. 36) by Ordinance No. 991374; and

WHEREAS, on August 28, 2000, the City Commission adopted the "Policy Statement;" the "Charter Officers' Duties related to Equal Opportunity Policy;" the "Discrimination, Harassment and Conduct Policy" (Policy No. 27); the "Retaliation Policy" (Policy No. 33); the "Disability Policy" (Policy No. 34); and the "Equal Employment Opportunity Policy" (Policy No. 35); and

WHEREAS, at least 10 days notice has been given once by publication in a newspaper of general circulation notifying the public of this proposed ordinance and of a Public Hearing in the Auditorium of City Hall in the City of Gainesville; and

1 **WHEREAS**, the Public Hearings were held pursuant to the published notice described at
2 which hearings the parties in interest and all others had an opportunity to be and were, in fact,
3 heard; and

4 **NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE**
5 **CITY OF GAINESVILLE, FLORIDA:**

6 **Section 1.** The “Policy Statement” as provided in Exhibit “A” is hereby adopted:

7 See Exhibit “A” attached hereto and made
8 a part hereof as if set forth in full.

9
10 **Section 2.** The “Charter Officers’ Duties Related to Equal Opportunity Policy” as
11 provided in Exhibit “B” is hereby adopted:

12 See Exhibit “B” attached hereto and made
13 a part hereof as if set forth in full.

14
15 **Section 3.** The “Discrimination, Harassment and Conduct Policy” (Policy No. 27) as
16 provided in Exhibit “C” is hereby adopted:

17 See Exhibit “C” attached hereto and made
18 a part hereof as if set forth in full.

19
20 **Section 4.** The “Retaliation Policy” (Policy No. 33) as provided in Exhibit “D” is hereby
21 adopted:

22 See Exhibit “D” attached hereto and made
23 a part hereof as if set forth in full.

24
25 **Section 5.** The “Disability Policy” (Policy No. 34) as provided in Exhibit “E” is hereby
26 adopted:

27 See Exhibit “E” attached hereto and made
28 a part hereof as if set forth in full.

29

1 Section 6. The "Equal Employment Opportunity Policy" (Policy No. 35) as provided in
2 Exhibit "F" is hereby adopted:

3 See Exhibit "F" attached hereto and made
4 a part hereof as if set forth in full.

5
6 Section 7. The Equal Opportunity Complaint Policy" (Policy No. 36), as amended in
7 Exhibit G, is hereby adopted.

8 See Exhibit "G," attached hereto and made
9 a part hereof as if set forth in full.

10
11 Section 8. If any word, phrase, clause, paragraph, section or provision of this ordinance
12 or the application hereof to any person or circumstance is held invalid or unconstitutional, such
13 finding shall not affect the other provisions or applications of the ordinance which can be given
14 effect without the valid or unconstitutional provisions or application, and to this end the
15 provisions of this ordinance are declared severable.

16 Section 9. All ordinances, or parts of ordinances, in conflict herewith are to the extent of
17 such conflict hereby repealed.

18 Section 10. This ordinance shall become effective immediately upon final adoption.

19 PASSED AND ADOPTED this ___ day of _____, 2008.

20
21 _____
22 PEGEEN HANRAHAN,
23 MAYOR

24
25 ATTEST: Approved as to form and legality

26
27 _____
28 KURT M. LANNON
29 CLERK OF THE COMMISSION

MARION J. RADSON
CITY ATTORNEY

30 This Ordinance passed on first reading this ___ day of _____, 2008.

31 This Ordinance passed on second reading this ___ day of _____, 2008.