

Declarés support for the Fair Workplace Project being launched by Basic Rights Oregon. (Resolution)

- WHEREAS, in 1991 the City of Portland passed Ordinance No 164709, which prohibited discrimination in housing, employment and public accommodations on the basis of race, religion, color, sex, marital status, familial status, national origin, age, mental or physical disability, sexual orientation or source of income and provide for enforcement of the ordinance,
- WHEREAS, employment discrimination based on actual or perceived sexual preference is legal in the State of Oregon,
- WHEREAS, no federal law exists to protect gays, lesbians or bisexuals from discrimination in employment or promotion or unfair firing based on sexual orientation and therefore many of our citizens will continue to be at risk at their jobs,
- WHEREAS, written anti-discrimination and equal opportunity provisions acknowledge to all employees that they are valued and serve as a public statement to the entire workforce that overt and subtle discrimination will not be tolerated,
- WHEREAS, many corporate citizens doing business in Oregon such as, but not limited to, Intel, Kaiser-Permanente, Nike, Nordstrom, Office Depot, PacifiCorp, Pacific Gas & Electric, Silicon Graphics, Starbucks, Stoel Rives Boley Jones & Grey, Tektronix, US West, Washington Mutual and Weyerhaeuser have employment policies that include prohibition of discrimination against gay and lesbian employees,
- WHEREAS, unions such as the American Federation of State-County & Municipal Employees, Service Employees International Union and the American Federation of Labor-Congress of International Organizations, are beginning to insist on labor agreements that recognize the needs or circumstances of lesbian and gay union members,
- WHEREAS, progress continues to be made, fairness in the workplace still remains an elusive goal for the vast majority of working gays and lesbians,
- WHEREAS, Basic Rights Oregon, is an organization that educates, advocates and lobbies for the protection and advancement of civil and human rights for all irrespective of sexual orientation, and to make Oregon a place where discrimination has no home,
- WHEREAS, the Fair Workplace Project is being sponsored by Basic Rights Oregon and will use advertisements, brochures, workplace and community meetings, video presentations and other means to tell citizens that discrimination against employees based on sexual preference is real, wrong and legal,
- WHEREAS, the Fair Workplace Project will ask citizens to sign cards pledging their opposition to workplace discrimination and support legislative and other efforts toward employment equality,
- WHEREAS, the Fair Workplace Project will encourage businesses in Oregon to adopt employment policies that prohibit any and all forms of employment discrimination because of sexual orientation,
- WHEREAS, the Portland Chamber of Commerce and its members are vigorous supporters of the Fair Workplace Project,
- WHEREAS, the Fair Workplace Project will be launched on April 14, 1997 at a press conference held at the Portland Chamber of Commerce,

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Portland, Oregon that the City declares support for the Fair Workplace Project and encourages its officials and employees to assist in advancing the efforts of the Fair Workplace Project.

Adopted by the Council  
Commissioner Erik Sten  
A. Wilson  
April 3, 1997

APR 09 1997

BARBARA CLARK  
Auditor of the City of Portland  
By

*Britta Olson*

Deputy

495

Agenda No

RESOLUTION NO.

35600

Title

Declare support for the Fair Workplace Project being launched  
by Basic Rights Oregon (Resolution)

INTRODUCED BY	DATE FILED	APR 03 1997
Commissioner Erik Sten	Barbara Clark Auditor of the City of Portland	
NOTED BY COMMISSIONER		
Affairs	By	<u>Cay Kershner</u> Deputy
Finance and Administration	For Meeting of	
Safety		
Utilities	Commissioner E. Sten	<u>Sten</u> <u>Ass</u>
Works	ACTION TAKEN	
BUREAU APPROVAL		
Bureau		
Prepared by	Date	
A. Wilson	3 April 1997	
Budget Impact Review		
Completed	Not Required	
Bureau Head		

AGENDA		FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS		
				YEAS	NAYS
Consent	Regular	Francesconi	Francesconi	✓	
NOTED BY		Hales	Hales	✓	
City Attorney		Kafoury	Kafoury	✓	
City Auditor		Sten	Sten	✓	
City Engineer		Katz	Katz		