

# TESTIMONY SIGN-UP FOR

35751

1851 - Anti-discrimination protections for  
# transsexuals  
Civil Rights Ordinance p. 1

IF YOU WISH TO SPEAK TO THE CITY COUNCIL,  
PLEASE PRINT YOUR NAME AND ADDRESS BELOW

	NAME	ADDRESS & ZIP CODE
✓ 1	Lori Buchwala	2271 SE 37th Ave Portland OR 97214 620 SW 5th
✓ 2	ALLANYA GUENTHER	PHOENIX RISING FOUNDATION 97204 57E 710
✓ 3	Kristin Tergen	Equity Foundation PO Box 5696 Portland, OR 97208
✓ 4	Damon Woodcock	Portland Police Bureau
✓ 5	Roy Cole	2400 NE Broadway Portland, OR 97232
✓ 6	Thom Kincheloe	758 SW Cheltenham Portland 97201
✓ 7	Elaine Lerner	Northwest Gender Alliance PO Box 4928 Portland, OR
✓ 8	Liz Dueker	2338 NE 7th Pky, OR 97212 (LCP)
9	Eric Mick	7509 SW 59th Ave Portland 97219
✓ 10	Kimi Roth	Office of Mayor, Val. Louson
11	Jim Van Dyle	OGALLA
12	MARIA GREGORY	- Street Vacation
13	JEAN HARRIS	BASIC RIGHTS ORGON

Date: 12/23/98

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**RESOLUTION No. 35751**

**Direct City Bureaus to Implement Anti-Discrimination Protections on the Basis of Gender Identity (Resolution)**

WHEREAS, the City does not currently have in place protections for transgendered and transsexual people within the City's workforce, and

WHEREAS, prohibitions of discrimination based on "gender identity" have been framed to include "the status of being transsexual or transgender" (Benton County, Oregon) as well as referring "to a person's actual or perceived sex, and includes a person's identity, appearance, or behavior, whether or not that identify, appearance or behavior is different from that traditionally associated with the person's sex at birth" (West Hollywood, CA), and an appropriate definition can be developed by the City in collaboration with the Portland transgendered/transsexual community

WHEREAS, the City does currently prohibit discrimination 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

WHEREAS, people who have experienced prejudice on the basis of their gender identity have come forward and requested that the City lead by example in unequivocally protecting its own employees from this form of discrimination, and

WHEREAS, the City is in the position to demonstrate, through it own internal policies and procedures, the viability of a workplace which respects the rights of transgendered and transsexual people, and

WHEREAS, other municipalities such as Seattle and San Francisco have established internal or external antidiscrimination protections for transgendered and transsexual people,

WHEREAS, City of Portland staff have appropriate expertise to develop appropriate strategies for implementing anti-discrimination protections for transgendered and transsexual people within the City's workforce

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Portland, a municipal corporation of the State of Oregon, that the Affirmative Action Office, Office of Personnel, City Attorney's Office, Bureau of Risk Management, and others, as appropriate, be directed to

- (a) Include in the City's 1999-2001 Affirmative Plan for consideration by the Council an explicit protection from discrimination on the basis of "gender identity" for City employees as well as appropriate guidelines for use of City facilities which are consistent with this mandate Timeline - Spring, 1999

(b) Explore with the City Labor/Management Benefits Committee the feasibility of offering a health insurance policy through the City's Beneflex program which could cover necessary medical treatment for transgendered and transsexual people Timeline - Fall, 1999

(c) Request that the Confluence Center for Mediation and Training - Mary Forst Associates, expand the City's pilot civil rights mediation program to include mediation services to resolve discrimination claims based on gender identity and if so, implement expansion Timeline - January, 1999

(d) Evaluate whether the City's EEO Contractor Certification Program can be expanded to include non-discrimination on the basis of gender identity Timeline - June, 1999

Mayor Vera Katz  
Commissioner Gretchen Kafoury

Adopted by the Council,

DEC 23 1998

Barbara Clark  
Auditor of the City of Portland

By *Britta Olson* Deputy



Direct City Bureaus to implement anti-discrimination protections on the basis of gender identity (Resolution)

<b>INTRODUCED BY</b>	<b>Filed</b>
Mayor Vera Katz Commissioner Gretchen Kafoury	<b>DEC 17 1998</b>
<b>NOTED BY COMMISSIONER</b>	Barbara Clark Auditor of the City of Portland
Affairs <i>Gretchen M. Kafoury (fa)</i>	By <u><i>Cay Kershner</i></u> Deputy
Finance and Administration <i>Jane Volny SFA</i>	For Meeting of _____
Safety	<b>ACTION TAKEN</b>
Utilities	
Works	
<b>BUREAU APPROVAL</b>	
Bureau	
Prepared by MWessel br      Date December 15, 1998	
Budget Impact Review <input type="checkbox"/> Completed <input checked="" type="checkbox"/> Not Required	
Bureau Head	

Agenda		Four Fifths Agenda	Commissioners voted as follows		
Consent	Regular <input checked="" type="checkbox"/>			YEAS	NAYS
<b>NOTED BY</b>		Francesconi	Francesconi	<input checked="" type="checkbox"/>	
City Attorney	<i>M. Wessel</i>	Hales	Hales	<input checked="" type="checkbox"/>	
City Auditor		Kafoury	Kafoury	<input checked="" type="checkbox"/>	
City Engineer		Sten	Sten	<input checked="" type="checkbox"/>	
		Katz	Katz	<input checked="" type="checkbox"/>	