Highlights of Proposed Non-Discrimination Ordinance

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Highlights of Proposed Non-Discrimination Ordinance

To ensure that Mesa's diverse populations have equal access to and treatment in:

- Goods
- Services
- Employment
- Housing

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Who Does it Apply to:

- Businesses and places of public accommodation
- Employers and the workplace
- City employees and facilities
- City contractors and vendors

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Exclusions:
- Federal government & state agencies & political subdivisions
- Religious, public and charter schools
- Religious corporations/organizations
- Public accommodations that provide beneficial pricing or policies to senior citizens, veterans, students or individuals with disabilities
- Speech & expressive activities & the free exercise of religion when protected under the First Amendment

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Implementation

- Administrated by City Manager and/or designee- Diversity Administrator with City Attorney's Office
- No additional funding or staffing will be required
- Complaints must be within <u>90</u> days of alleged violation

Note: Other AZ cities with similar ordinances have reported low volume of complaints

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Resolution Process

- City Manager is always permitted to address complaints through informal means, such as notices and/or warnings
  - First violations Section 6-14-7(A)(1)
    - Required to seek resolution through mediation or alternative means before citation
  - Second or subsequent violations
    - May seek resolution through mediation or alternative means

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- Civil Hearing Officer to handle all proceedings and make determination upon issuance of a citation

- Action/Civil Penalties can include:
  - First Violation: fined $300 per civil offense
  - Second Violation: fined not less than $300 nor more than $2,500 per civil offense
  - Third Violation: fined not less than $600 nor more than $2,500 per civil offense

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- If passed, will allow <u>120</u> days until effective date to allow for public education

- Community & Business Engagement
  - Informational webpage
  - Online form/questionnaire
  - FAQ Sheets
  - Partner with agencies for training and questions