



# TOWN OF CHAPEL HILL

Town Hall  
405 Martin Luther King Jr.  
Boulevard  
Chapel Hill, NC 27514

## Legislation Details (With Text)

**File #:** [21-0020]      **Version:** 1      **Name:**

**Type:** Discussion Item      **Status:** Passed

**File created:** 1/8/2021      **In control:** Town Council

**On agenda:** 1/13/2021      **Final action:** 1/13/2021

**Title:** Consider Amending Chapter 10 of the Town Code to Add a Non-Discrimination Ordinance.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Proposed Ordinance Language, 2. AN ORDINANCE AMENDING CHAPTER 10 OF THE CHAPEL HILL TOWN CODE TO PROHIBIT DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATIONS AND IN EMPLOYMENT (2021-01-13/O-1) as Amended

Date	Ver.	Action By	Action	Result
1/13/2021	1	Town Council	enacted	Pass

### Consider Amending Chapter 10 of the Town Code to Add a Non-Discrimination Ordinance.


**Staff:**  
Maurice Jones, Town Manager  
Ann Anderson, Town Attorney

**Department:**  
Town Manager’s Office  
Town Attorney’s Office

**Overview:** The Town Council has resolved to enact protections against discrimination that reflect the community’s shared values of equality, inclusion, and fair access, and to preserve the health, safety, and welfare of people without regard to certain actual or perceived status or characteristics.

★ **Recommendation(s):**  
That the Council enact an ordinance amending Chapter 10 of the Town Code to add a new “Article IX: Anti-discrimination in Places of Public Accommodations and in Employment.”

**Fiscal Impact/Resources:** None known or immediate.

 **Attachments:**

- Ordinance
- Proposed Ordinance Language

**AN ORDINANCE AMENDING CHAPTER 10 OF THE CHAPEL HILL TOWN CODE TO PROHIBIT DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATIONS AND IN EMPLOYMENT (2021-01-13/O-1)**

WHEREAS, on March 23, 2016, S.L. 2016-3 (commonly known as "House Bill 2") established new statewide standards for what constitutes discriminatory practice in employment and public accommodations; omitted sexual orientation, gender identity and expression, and other categories from the statewide list of categories protected from discrimination; and appeared to preempt local governments from offering these protections to their residents; and

WHEREAS, on March 30, 2017, S.L. 2017-4 repealed S.L. 2016-3 and, in Section 3 of the act, preempted local governments from enacting or amending ordinances regulating private employment practices or regulating public accommodations; and

WHEREAS, Section 3 of S.L. 2017-4 expired on December 1, 2020; and

WHEREAS, the Town Council has resolved to enact protections against discrimination that reflect the community's shared values of equality, inclusion, and fair access, and to preserve the health, safety, and welfare of people without regard to certain actual or perceived status or characteristics.

NOW, THEREFORE, BE IT ORDAINED by the Chapel Hill Town Council that:

**Section 1.** The Code of Ordinances, Town of Chapel Hill, North Carolina, is hereby amended by adding to Chapter 10 a new "Article IX: Anti-discrimination in Places of Public Accommodations and in Employment," which shall read as shown in the attached language.

**Section 2.** These provisions shall supersede other provisions of the Town Code in conflict.

**Section 3.** This ordinance shall become effective \_\_\_\_\_.

This the 13th day of January, 2021.

---

**The Agenda will reflect the text below and/or the motion text will be used during the meeting.**

RECOMMENDATION: That the Council enact an ordinance amending Chapter 10 of the Town Code to add a new "Article IX: Anti-discrimination in Places of Public Accommodations and in Employment."