

## CITY COUNCIL RESOLUTION

**WHEREAS**, it is important to ensure that the employees of the City of Memphis are not unfairly treated on the basis of non-merit factors including but not limited to their sexual orientation, gender identity, or gender expression; and it is the intent of the Memphis City Council to strengthen their existing nondiscrimination policies and practices in accordance with State and Federal law as well as dress code and grooming requirements imposed by the City; and

**WHEREAS**, an Ordinance is currently before the Council to amend the City's nondiscrimination in employment provision to prohibit discrimination because of sexual orientation, gender identity, or gender expression; and

**WHEREAS**, in an effort to promote best employment practices and inclusiveness of all our citizenry within Memphis city government, a review of the current nondiscrimination law and policy would be beneficial to determine areas that need improvement and to ensure a diverse and tolerant workplace environment within every city division.

**NOW, THEREFORE BE IT RESOLVED**, that the Memphis City Council hereby requests the City of Memphis administration conduct a comprehensive review of all divisions of city government to determine any existence of discrimination in hiring, employment of personnel, and promotion or demotion of city employees because on non-merit factors including but not limited to sexual orientation, gender identity, or gender expression.

**BE IT FURTHER RESOLVED**, that upon completion of said study, a report of the findings be given to the Council including recommendations to correct any incidences of employee discrimination, harassment or a hostile work environment and to prevent and address any future occurrences of such situations.

SHEA FLINN  
Memphis City Council