



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#19-0652

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Alain E. Boileau, City Attorney

DATE: August 20, 2019

TITLE: Ordinance Creating Chapter 29, Code of Ordinances of the City of Fort
Lauderdale, Entitled "Human Relations" (**Commission Districts 1, 2, 3
and 4) - Requesting Deferment to September 3, 2019**)

Recommendation

It is recommended that the City Commission adopt the attached Ordinance amending the Code of Ordinances of the City of Fort Lauderdale, Florida, by creating Chapter 29, to be entitled "Human Relations," to prohibit discrimination in employment, public accommodations, real estate transactions and against families with children in multi-family rental housing, to provide for rights and legal effects of domestic partnerships, and to prohibit conversion therapy upon minors.

Background

The City of Fort Lauderdale is committed to securing for all individuals within the City freedom from discrimination because of race, color, religion, sex, national origin, age, marital status, political affiliation, familial status, disability, sexual orientation, pregnancy, gender identity or expression, veteran or service member status, lawful source of income, or being the victim of dating violence, domestic violence, or stalking, in connection with employment, public accommodations, or real estate transactions, where applicable, and thereby to promote the interests, rights, and privileges of individuals within the City.

The attached Ordinance is proposed in order to prohibit discrimination within the City in accordance with all applicable federal, state, and county anti-discrimination laws, including but not limited to the Broward County Human Rights Act; Florida Civil Rights Act of 1992, as amended; Titles II, III, and VII of the Federal Civil Rights Act of 1964, as amended; Title VIII of the Federal Civil Rights Act of 1968, as amended; Section 504 of the Federal Rehabilitation Act of 1973, as amended; the Civil Rights Act of 1991, as amended; the Age Discrimination and Employment Act of 1967, as amended; and the Americans with Disabilities Act of 1990, as amended.

The attached Ordinance would create a private right of action, with the pre-suit option and ability for all complaints and charges of discrimination to filed with, and

administered and enforced by, the Broward County Human Rights Section pursuant to the Broward County Human Rights Act and any other applicable State and Federal laws.

Strategic Connections

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Public Places Cylinder of Excellence, specifically advancing:

- Goal 6: Be an inclusive community made up of distinct, complementary, and diverse neighborhoods.
- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are Here*.

Prepared by: Tania Marie Amar, Assistant City Attorney

Charter Officer: Alain E. Boileau, City Attorney