

ORDINANCE NO. 21, 1998
OF THE COUNCIL OF THE CITY OF FORT COLLINS
REPEALING AND REENACTING ARTICLE II OF CHAPTER 13
OF THE CITY CODE CONCERNING DISCRIMINATION

WHEREAS, over the past three years, the City's Human Relations Commission has been studying and gathering information concerning the scope and effectiveness of the provisions set forth in Article II of Chapter 13 of the Code of the City of Fort Collins, dealing with human relations (the "Human Rights Code"); and

WHEREAS, following the presentation of suggested changes from the Human Relations Commission, the City Manager formed a 13 member Human Rights Ordinance Task Force (the "Task Force") to further study the issues surrounding the need for changes to the Human Rights Code and to seek further broad-based citizen comment and input; and

WHEREAS, the Task Force regularly met over a five month period, conducted three publicly advertised open forums where citizen comment and input was encouraged and received, and vigorously discussed, debated, and considered the scope and effectiveness of the Human Rights Code and the need for changes to the Code; and

WHEREAS, during the open forums conducted by the Task Force, many citizens came forward to express their views, experiences, thoughts, and beliefs concerning a wide array of issues related to the Human Rights Code; and

WHEREAS, based upon the comments and input provided by the Human Relations Commission, the Task Force, the many citizens who participated in the Task Force forums, the many citizens who have provided comment and input during the proceedings before this body in consideration of this ordinance, and the comments and input from City staff, it is apparent that the Human Rights Code should be revised, in both its substantive and procedural provisions, so as to clarify its meaning, to better encourage conciliation while still ensuring enforcement, and to better protect the dignity, worth, and rights of all human beings;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes the following findings of fact: (a) that the City has a compelling interest in eradicating and preventing discrimination based on race, color, religion, national origin, gender, marital status, age, disability, familial status, and public assistance status, and in ensuring equal opportunity in employment, housing, and public accommodations; (b) that this compelling interest in adopting the provisions set forth in Section 2 of this ordinance outweighs any burden placed upon the rights of the persons regulated by said provisions; (c) that the provisions set forth in Section 2 of this ordinance represent the least restrictive means to achieving the City's objectives; and (d) that nothing in such provisions is intended to establish or require affirmative action, quotas, or preferences of any kind.

Section 2. That Article II of Chapter 13 of the Code of the City of Fort Collins is hereby repealed and reenacted as follows: