

ORDINANCE NO. 2017-05

AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF CLEWISTON, FLORIDA, CREATING SEC. 42-1 OF THE CODE OF ORDINANCES, SETTING FORTH THE CITY'S ANTI-DISCRIMINATION POLICY; PROVIDING FOR INCLUSION IN THE CODE OF ORDINANCES, CONFLICT, SEVERABILITY AND EFFECTIVE DATE.

WHEREAS, it is now necessary to place into the Clewiston Code of Ordinances an official prohibition of discriminatory practices which reflect the policy and procedures which have been in place in the various City departments.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF CLEWISTON, FLORIDA that that:

SECTION 1. Sec. 42-1 of the Code of Ordinances is hereby created to read:

A. It is the policy of the City of Clewiston that in the exercise of its police power for the public safety, public health and welfare, within Constitutional limitations, that all persons, regardless of race, color, sex, national origin, religion, age, disability, financial status, sexual orientation, or gender identity or expression, as defined by Title VII of the Civil Rights Act of 1991, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, as amended, the Rehabilitation Act, the Americans with Disabilities Act of 1990, and the Florida Civil Rights Act, be afforded equal opportunity to all terms and conditions of employment, all contracting opportunities within the City, all interaction with the City, all participation in any City programs or activities, and any other benefit, service and opportunity.

B. The City Manager shall, through each Department, develop a complaint procedure that may be used by any person that believes he or she has been treated unfairly that will assure there will be no threats or actual retaliation for the complaint. The procedure shall require a fair opportunity for the complaint to be heard by persons not included in the actions complained of.

SECTION 2. This Ordinance shall be incorporated into the Code of Ordinances of the City of Clewiston, shall be placed on the City website, in the Personnel Policy, Procurement Policy, and included in all solicitations for vendors, contractors, and employment applications.

SECTION 3. INCLUSION IN THE CODE OF ORDINANCES. The provisions of this ordinance shall become and be made a part of the City Code of Ordinances and the sections of this ordinance may be renumbered and codified to accomplish this end.

SECTION 4. CONFLICT. All ordinances or parts of ordinances in conflict herewith are hereby repealed. All ordinances or parts of ordinances not specifically in conflict herewith are hereby continued in full force and effect.

SECTION 5. SEVERABILITY. If any part of this ordinance is declared invalid by a court of competent jurisdiction, such part or parts shall be severable, and the remaining part or parts shall continue to be in full force and effect.

SECTION 6. EFFECTIVE DATE. This ordinance shall take effect immediately upon its passage and approval consistent with all requirements of general law.

PASSED on first reading by the City Commission on _____, 2017.

PASSED AND ADOPTED on second and final reading by the City Commission on _____, 2017.

ATTEST:

CITY OF CLEWISTON, FLORIDA

Mary K. Combass, Interim City Clerk

Mali Gardner, Mayor

(MUNICIPAL SEAL)

**APPROVED AS TO FORM
AND LEGAL SUFFICIENCY**

By: _____
Gary M. Brandenburg, City Attorney