

City of Sonoma

RESOLUTION # 25 - 2019

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONOMA, CALIFORNIA
APPROVING A NON-DISCRIMINATION POLICY AND
DIRECTING STAFF IMPLEMENTATION REGARDING CONTRACT LANGUAGE**

WHEREAS, discrimination is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age or sexual orientation; and,

WHEREAS, there are a number of federal laws in place to protect people from discrimination; and,

WHEREAS, the State of California laws are more restrictive than the federal government in several areas including employment and housing; and,

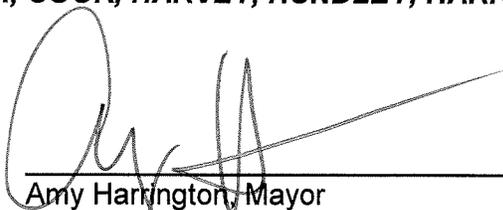
WHEREAS, unlawful discrimination has no place at the City of Sonoma and offends the City's values which include a commitment to equal opportunity and inclusion; and,

WHEREAS, the City of Sonoma is committed to providing an inclusive and welcoming environment for all including staff, clients, volunteers, subcontractors, vendors, customers, and community.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Sonoma that the City Council approves a Non-Discrimination Policy (Attachment A) and directs staff to update City contracts to include a requirement for compliance with this policy.

PASSED AND ADOPTED at a Regular Meeting of the City Council on June 17, 2019.

AYES: **AGRIMONTI, COOK, HARVEY, HUNDLEY, HARRINGTON**
NOES:
ABSENT:
ABSTAIN:



Amy Harrington, Mayor

ATTEST:


Rebekah Barr, MMC, City Clerk

ATTACHMENT A

City of Sonoma -- Non-Discrimination Policy

Unlawful discrimination has no place at the City of Sonoma and offends the City's values which include a commitment to equal opportunity and inclusion. The City of Sonoma is committed to providing an inclusive and welcoming environment for all including staff, clients, volunteers, subcontractors, vendors, customers, and community.

The City of Sonoma, in accordance with applicable Federal and State law, does not discriminate on the basis of race, color, ancestry / national origin, religion / creed, age, sex / gender, gender identity, sexual orientation, physical or mental disability, medical condition (cancer related or genetic characteristics), marital status, familial status, or military/veteran status. The City also prohibits sexual harassment. Further, the City's commitment requires that no retaliation shall occur because an individual filed a complaint of discrimination or in some other way opposed discriminatory practices.

The City of Sonoma is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant. This Non-Discrimination Policy also covers selection of volunteers and vendors, and access, provision, and treatment in City services, programs and activities.

All City elected officials, appointed commissioners, employees, contractors, vendors, contractors and consultants are expected to join with and uphold this commitment. City contracts will include language regarding compliance with this policy.

The City of Sonoma supports the enforcement of fair housing laws that make it illegal to discriminate in all aspects of housing operations including, renting or leasing, sales, mortgage lending and insurance, advertising, practices such as restrictive covenants, and new construction. The City commits to complying with these laws to ensure fair access and treatment for all.