

**OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION
APRIL 21, 2015, AGENDA**

| | | |
|---|---|---|
| <p>Subject:</p> <p>To prohibit discrimination in City hiring or vending practices in accordance with Federal Law</p> | <p>Action Required:</p> <p style="text-align: center;">√ Ordinance Resolution Approval Information Report</p> | <p>Approved By:</p> <p style="text-align: center;">Bruce T. Moore City Manager</p> |
| SYNOPSIS | This ordinance codifies the practice of the City in terms of hiring discrimination, It also incorporates these practices in terms of vendors that the City selects for various contracts. | |
| FISCAL IMPACT | None. | |
| RECOMMENDATION | Approval of the ordinance. | |
| CITIZEN PARTICIPATION | This ordinance was suggested after a review of Federal, State and local law. | |
| BACKGROUND | The City of Little Rock has long had a policy of non-discrimination in its hiring procedures. The City does not permit consideration of race, color, creed, religion, sex, national origin, age, disability, marital status, sexual orientation, genetic information, political opinions or political affiliation to be a basis to deny employment. The Federal standards include gender identity discrimination as a prohibited practice. This ordinance affirmatively states this practice for City hiring, as well as for the companies with which the City contracts to do business. In other words, in response to a competitive City bid the bidder will have to affirm that it will not discriminate in violation of this ordinance. | |