

Chapter 10.02

HUMAN RIGHTS COMMISSION

10.02.010: GENERAL PROVISIONS:

The provisions of [chapter 2.07](#) of this title shall apply to the human rights commission except as otherwise set forth in this chapter. (Ord. 67-13, 2013)

10.02.020: PURPOSE:

- A. The city of Salt Lake (the "city") is comprised of diverse and varied groups, communities, and individuals. The practice of discrimination against these groups, communities, or individuals on the grounds of age, ancestry, color, disability, gender, national origin, marital status, medical condition, physical limitation, race, religion, sexual orientation or gender identity, and the related exploitation of prejudice, adversely affects the general welfare of the city and the vitality of its neighborhoods.
- B. Discriminatory practices are detrimental because they impede the social and economic progress of the city by preventing all people from contributing to or fully participating in the cultural, spiritual, social and commercial life of the community, essential to the growth and vitality of its neighborhoods and businesses.
- C. In developing this chapter, the Salt Lake City council (the "council") has investigated other urban centers throughout the nation and studied the effectiveness of commissions empowered to study issues of diversity, to work with city government and the community, to eliminate potential discrimination in existing and future ordinances and policies, and to encourage and educate its citizenry to facilitate full and equal participation in the life of the city.
- D. The Salt Lake City human rights commission (the "commission") is created for the general purpose of advising the council and mayor on nondiscrimination policy and providing resources for educating the citizenry on issues of discrimination and equal treatment in all segments of society. The commission shall also provide advice and recommendations to address specific complaints of discrimination involving Salt Lake City Corporation (the "city") departments and services. (Ord. 67-13, 2013)

10.02.030: DEFINITIONS:

Unless otherwise specified, as used in this chapter:

CITY: Salt Lake City, a municipal corporation of the state of Utah.

COMMISSION: Salt Lake City human rights commission created in section [10.02.040](#) of this chapter.

COUNCIL: Salt Lake City council.

DISABILITY: A physical or mental impairment that substantially limits one or more of a person's major life activities, including a person having a record of such impairment or being regarded as having such an impairment or defined and covered by the Americans with disabilities act of 1990, 42 USC section 12102.

DISCRIMINATION: A practice in employment, immigration, housing, public safety, public transportation or in other city departments or services that unfairly segregates or separates on the grounds of age, ancestry, color, disability, gender, national origin, marital status, medical condition, physical limitation, race, religion, sexual orientation, or gender identity or is unlawful under the United States constitution, the Utah constitution, title VII of the civil rights act of 1964, the age discrimination in employment act, the Americans with disabilities act, the Utah antidiscrimination act of 1965, or the Utah fair housing act.

GENDER: Sex and includes pregnancy, childbirth, and disabilities relating to pregnancy or childbirth.

GENDER IDENTITY: A person's actual or perceived gender related identity, appearance, mannerisms, or other characteristics of an individual with or without regard to the person's sex at birth.

MARITAL STATUS: A person is either single, married, divorced, or separated.

MAYOR: The duly elected or appointed and qualified mayor of Salt Lake City.

MEMBER: A person appointed by the mayor with the advice and consent of the council who is duly qualified as an acting and voting member of the commission.

NATIONAL ORIGIN: The place of birth of an individual or any lineal ancestors.

PERSON: An individual.

SEXUAL ORIENTATION: A person's actual or perceived orientation as heterosexual, homosexual, or bisexual. (Ord. 67-13, 2013)

10.02.040: CREATION AND ORGANIZATION:

A. There is created the human rights commission which shall be composed of nine (9) members.

B. Seven (7) representatives shall be appointed with one representative from each of the seven (7) council districts; and two (2) representatives shall be appointed from the community who represent the diversity of the city. (Ord. 67-13, 2013)

10.02.050: TERM:

Each member's term shall expire on the applicable last Monday in December. (Ord. 67-13, 2013)

10.02.060: VACANCY:

If a vacancy occurs for any reason before the member's term expires, the mayor, in exercising his or her discretion in making appointments, shall, when advisable, take into consideration the geographic diversity of the city and the bipartisan nature of the commission. (Ord. 67-13, 2013)

10.02.070: ELIGIBILITY FOR MEMBERSHIP:

Each member of the commission shall:

- A. Be at least eighteen (18) years of age;
- B. Be a resident of Salt Lake City. (Ord. 67-13, 2013)

10.02.080: COMPENSATION:

A member may receive reasonable compensation for authorized administrative, professional, or other bona fide services to the commission pursuant to a written contract in a capacity other than as a commission member. (Ord. 67-13, 2013)

10.02.090: MEETINGS:

The commission shall meet no less than quarterly. The annual meeting schedule shall be set at the first regular meeting after the third Monday in January of each year. (Ord. 67-13, 2013)

10.02.100: COMMITTEES:

In the event the commission desires nonmembers to serve on a committee, the commission may request the administrator of the police civilian review board, department of human resources, to make the appointment. (Ord. 67-13, 2013)

10.02.110: POWERS AND DUTIES:

- A. The commission shall make recommendations to the mayor and the council regarding the commission's:
1. Ongoing review of ordinances or policies;
 2. Use of educational resources on issues of discrimination and equal treatment;
 3. Review of complaints of discrimination involving city departments or city services for the purpose of identifying the possible systemic or institutional sources of such instances of discrimination;
 4. Review of legislation, policies, or other action by the city designed to further the elimination of prejudice and discrimination;
 5. Review of any pending legislation, policy changes, or other city action that may impact human rights and relations;
 6. Research conducted or factual data obtained, within budgetary constraints, on the status and treatment of diverse populations and the best ways to improve human relations, to eliminate discrimination and to secure full and equal participation;
 7. Investigation of opportunities to collaborate with other groups to foster nondiscrimination education;
 8. Work in partnership to foster positive intergroup relations by instituting and conducting educational programs; and
 9. Actions as a resource at the request of community councils.
- B. The commission shall report to the council and the mayor no less than once each year on its activities, recommendations, and findings concerning matters on human rights and nondiscrimination policies. The report shall be in writing and made public.
- C. Beginning September 30, 2010, the commission shall prepare an annual report for the mayor and city council assessing the effectiveness of the city's actions in implementing chapters 10.04 and 10.05 of this title. (Ord. 67-13, 2013)