

BOARD OF ALDERMEN

ITEM NO. A(4)

AGENDA ITEM ABSTRACT

MEETING DATE: June 22, 2004

TITLE: Town Code Amendments Related to Equal Employment Opportunity and Non-Discrimination Statements and Family & Medical Leave

DEPARTMENT: PLANNING	PUBLIC HEARING: YES __ NO <u>X</u> __
ATTACHMENTS: A. Ordinance	FOR INFORMATION CONTACT: Desiree S. White, 918-7321

PURPOSE

Town staff has prepared amendments to the Town Code related to the Town’s Equal Employment Opportunity and Non-Discrimination Statements and the definition of “serious health condition” as related to the Family and Medical Leave Act. The Administration recommends that the Board of Aldermen adopt the proposed amendments to the Town Code.

INFORMATION

The Mayor and Board of Aldermen voted to expand the protections offered by Carrboro’s non-discrimination policies and ordinances to include gender identity and gender expression.

In addition, staff is recommending that the definition of “serious health condition” in the Town Code be expanded in accordance with the definition of “serious health condition” as mandated by the Family and Medical Leave Act. Following are the proposed amendments:

- Sections 4-5 (a) and 4-6(a): add “*gender identity and gender expression*”
- Section 4-26(d): expand the definition of serious health condition such that it will read as follows (which is in accordance with the definition under the mandated Family and Medical Leave Act):
 - *An illness, injury, impairment, or physical or mental condition involving inpatient care in a hospital, hospice, or residential medical care facility;*
 - *Any period of incapacity requiring absence from work, school, or other regular daily activity of more than three (3) calendar days, that also involves continuing treatment by a health care provider; or*
 - *Continuing treatment by a health care provider for a chronic or long term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three calendar days; pregnancy or prenatal care.*

FISCAL IMPACT

N/A

ADMINISTRATION’S RECOMMENDATION

The Administration recommends that the Board of Aldermen adopt the proposed Town Code amendments.