

AN ORDINANCE AMENDING CHAPTER 4 OF THE CARRBORO TOWN CODE
AS IT PERTAINS TO THE TOWN'S EQUAL EMPLOYMENT OPPORTUNITY
AND NON-DISCRIMINATION STATEMENTS AND THE DEFINITION OF
"SERIOUS HEALTH CONDITION" AS IT RELATES TO
THE FAMILY AND MEDICAL LEAVE ACT

THE BOARD OF ALDERMEN OF THE TOWN OF CARRBORO ORDAINS:

Section 1. Article II of Chapter 4, Sections 4-5(a) and 4-6(a) of the Carrboro Town Code is amended to read as follows:

4-5(a) It is the policy of the town to adhere strictly to the merit principle in all personnel transactions and to foster, maintain, and promote equal employment opportunity. The town will select applicants for employment strictly on the basis of their qualifications for the job and treat all employees with respect to compensation, training and promotion opportunities without regard to race, religion, color, creed, national origin, political beliefs, sex, disability, sexual orientation, **gender identity, or gender expression.** Persons with physical handicaps shall be given equal consideration with other persons in all matters involving employment to the extent that their physical handicaps do not present an unreasonable barrier to satisfactory performance of duties. Applicants with disabilities shall be given equal consideration with other applicants for positions if such applicants can, with or without reasonable accommodation, perform the essential requirements of the position.

4-6(a) No discrimination shall be exercised, threatened or promised against, or in favor of, any employee because of his/her race, religion, color, creed, national origin, political beliefs, sex, disability, sexual orientation, **gender identity, or gender expression.**

Section 2. Article III of Chapter 4, Section 4-26(d) of the Carrboro Town Code is amended to change the definition of "serious health condition" to read as follows as mandated by the Family and Medical Leave Act:

For the purposes of this section, a "serious health condition" is 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, which also involves continuing treatment by a health care provider; or continuing treatment by a health care provider for chronic or long term health condition that are incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three calendar days.

Section 3. All provisions of any town ordinance in conflict with this ordinance are repealed.

Section 4. This ordinance shall become effective upon adoption.