

**ITEM**

**CITYWIDE**

**AMENDMENT REQUEST –  
PHOENIX HUMAN RELATIONS  
ORDINANCE**

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Request to amend Chapter 18, Sections 18-1 to 18-20, of the Phoenix City Code to add “sexual orientation,” “gender identity or expression,” and “disability” as three additional categories protected from discrimination.

Chapter 18 of the Phoenix City Code prohibits discrimination in employment, public accommodations, housing, and certain contracts with the City. These non-discrimination provisions include the following categories:

**(1) Employment and (2) Public Accommodations:** race, color, religion, sex, national origin, age, genetic information, or marital status;

**(3) Housing:** race, color, religion, sex, familial status, national origin, handicap, pregnancy or domicile of a minor;

**(4) City Construction Contracts and (5) City Supplier and Lessee Contracts:** race, color, religion, sex, national origin, age, or disability.

The proposed changes will add “sexual orientation” and “gender identity or expression” to all five of the above provisions, and also will add “disability” to provisions 1 and 2 (provisions 3 through 5 already contain disability).

The proposed amendments will not change the scope or exemptions from the current ordinances. The ordinances will continue to contain exemptions for religious organizations, small private landlords, senior housing, and private clubs, among others.

The proposed ordinance changes are recommended by the Phoenix Human Relations Commission and the Phoenix Mayor's Commission on Disability Issues.

This action will require no additional staff and will have no financial impact.