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City Council Document Tracking Sheet

Meeting Date: 9/8/2011

Sponsor(s): Pawar, Ameya (47)

Type: Ordinance

Title: Amendment of Sections 2-160-020 and 2-160-030 of
Municipal Code to modify prohibition of unlawful
discriminatory activities for hiring

Committee(s) Assignment: Committee on Human Relations

ORDINANCE

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. Sections 2-160-020 and 2-160-030 of the Municipal Code of Chicago are hereby amended by inserting the underscored language as follows:

2-160-020 Definitions.

Whenever used in this chapter:

(a) "Age" means chronological age of not less than 40 years.

(aa) "Credit history" means a record of an individual's past borrowing and repaying, including information about late payments and bankruptcy.

(b) "Credit transaction" means the grant, denial, extension or termination of credit to an individual.

(Omitted text is unaffected by this ordinance)

(e) "Employment agency" means a person that undertakes to procure employees or opportunities to work for potential employees, either through interviews, referrals, advertising or any combination thereof.

(ee) "Gap in employment history" means a period of time after a period of employment during which a person was not employed.

(f) "Gender identity" means the actual or perceived appearance, expression, identity or behavior, of a person as being male or female, whether or not that appearance, expression, identity or behavior is different from that traditionally associated with the person's designated sex at birth.

(Omitted text is unaffected by this ordinance)

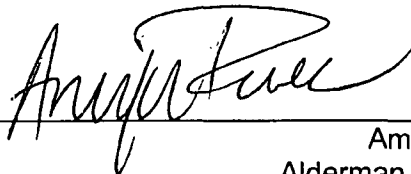
2-160-030 Unlawful discriminatory activities designated.

No person shall directly or indirectly discriminate against any individual in hiring, classification, grading, discharge, discipline, compensation or other term or condition of employment because of the individual's race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, credit history, gap in employment history or source of income. No employment agency shall directly or indirectly discriminate against any individual in classification, processing, referral or recommendation for employment because of the individual's race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status,

credit history, gap in employment history or source of income. The prohibitions contained in this paragraph shall not apply to any of the following:

- (a) use of an individual's unfavorable discharge from military service as a valid employment criterion where (i) authorized by federal law or regulation; or (ii) where the affected position of employment involves the exercise of fiduciary responsibilities and the reasons for the dishonorable discharge related to his or her fiduciary capacity;
- (b) hiring or selecting between individuals for bona fide occupational qualifications; and
- (c) giving preferential treatment to veterans and their relatives as required by federal or state law or regulation.

SECTION 2. This ordinance shall be in force and effect 10 days after passage and publication.



Ameya Pawar
Alderman, 47th Ward