

6/3/97

61-O-97  
AN ORDINANCE

Amending Various Sections of the  
Evanston City Code Prohibiting  
Discrimination Against Transgender Individuals

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF EVANSTON,  
COOK COUNTY, ILLINOIS:

SECTION 1: That Section 1-12-2 of the Evanston City Code, 1979, as amended,  
is further amended as follows:

1-12-2:       **PURPOSE AND DECLARATION OF POLICY:** It is hereby declared to be the purpose of this Chapter and the policy of the City in the exercise of its police and regulatory powers for the protection of the public safety, for the health, morals, safety and welfare of the persons in and residing in the City and for maintenance and promotion of commerce, industry and good government in the City, to secure to all persons working or desiring to work for the City or for any vendor to the City or for any contractor or subcontractor of the City, an equal opportunity to secure employment or to enjoy the benefits of employment without discrimination based on race, color, religion, national origin, sex, sexual orientation (as defined in Section 5-5-6 of this Code), marital status, age or physical or mental handicaps that do not impair ability to work.

This Chapter applies to discriminatory employment practices by the City or by any vendor to the City or by any contractor or subcontractor of the City, and shall be construed according to the fair import of its terms and shall be liberally construed to further the purposes and policy stated in this Section and the special purpose of the particular provision involved.

SECTION 2: That Section 2-3-10 of the Evanston City code, 1979, as amended,  
is further amended as follows:

2-3-10       **DISCRIMINATION:** Discrimination against any person in recruitment, examination, appointment, promotion, retention or any other personnel action, because of religious opinions or affiliations, or because of race, color, national origin, or sexual orientation, as defined in Section 5-5-6 of this Code, is prohibited. Discrimination because of age, handicap or sex, except where determined to be a bona

vide occupation qualification, is prohibited.

SECTION 3: That Section 2-5-4 of the Evanston City Code, 1979, as amended, is further amended as follows:

2-5-4: **STATEMENT OF POLICY:** The purpose of the Human Relations Commission shall be to foster, encourage and stimulate the improvement of human relations among and between citizens of all races, colors, creeds, national origins, sexes, ages, familial status, martial status, religions, physical/mental disabilities, sexual orientation (as defined in Section 5-5-6 of this Code), and economic and educational levels so as to provide all individuals with an equal opportunity to grow, participate and share to the best of their ability in our economic, educational, political, social and judicial systems.

SECTION 4: That Section 5-4-3-6 of the Evanston City Code, 1979, as amended, is further amended as follows:

5-4-3-6: **EQUAL OPPORTUNITY:** No person shall be denied the right to purchase or lease a condominium unit because of race, color, religion, sex, age, martial status, presence or age of children, national origin, or sexual orientation (as defined in Section 5-5-6 of this Code).

SECTION 5: That the first paragraph of Section 5-5-6 of the Evanston City Code, 1979, as amended, is further amended as follows:

5-5-6 **DISCRIMINATION PROHIBITED:** No person, including, but not limited to, any owner, manager lessee or sublessee of real property, real estate broker, lender, financial institution, advertiser, real estate appraiser or agent of any of the foregoing, shall discriminate against any other person (or discriminate against such person because of the race, color, religion, sex, age, sexual orientation, marital status, disability, familia status or national origin of the friends or associates of such person) in regard to the sale or rental of or dealings concerning real property. Sexual orientation is defined as: Having or perceived as having emotional, physical, or sexual attachment to another without regard to the sex of that person or having or being perceived as having an orientation for such an attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. "Sexual orientation" does not include a physical or sexual attachment to children by an adult. Any such discrimination shall be unlawful. Without limiting the foregoing, it shall also be unlawful discrimination for any person to:

SECTION 6: That all ordinances or parts of ordinances in conflict herewith are hereby repealed.

SECTION 7: That this ordinance shall be in full force and effect from and after its passage, approval, and publication in the manner provided by law.

Introduced July 14, 1997

Adopted: July 28, 1997

Approved: July 30, 1997

Lorraine H. Norton  
Mayor

ATTEST:

Mary D. Morris  
City Clerk

Approved as to form:

[Signature]  
Corporation Counsel

