



**CITY OF NORMAN, OK**  
**HUMAN RIGHTS COMMISSION MEETING**  
Municipal Building, Executive Conference Room  
201 West Gray, Norman, OK 73069  
Monday, March 23, 2026 at 5:30 PM

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## **AGENDA**

*It is the policy of the City of Norman that no person or groups of persons shall on the grounds of race, color, religion, ancestry, national origin, age, place of birth, sex, sexual orientation, gender identity or expression, familial status, marital status, including marriage to a person of the same sex, disability, relation, or genetic information, be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination in employment activities or in all programs, services, or activities administered by the City, its recipients, sub-recipients, and contractors. In the event of any comments, complaints, modifications, accommodations, alternative formats, and auxiliary aids and services regarding accessibility or inclusion, please call 405-366-5424, Relay Service: 711. To better serve you, five (5) business days' advance notice is preferred.*

**Commissioners: Aisha Ali (Chair), Jess Schwager (Vice-Chair), Jackie Farley, Romina Navarro Vega, Phil Moss, Rachel Wyatt-Swanson, Brandon Clark (2 vacancies)**

### **ROLL CALL**

### **MINUTES**

1. APPROVAL OF THE MINUTES FOR THE OCTOBER 27, 2025, REGULAR MEETING
2. APPROVAL OF THE MINUTES FOR THE FEBRUARY 23, 2026, REGULAR MEETING

### **ACTION ITEMS**

3. DISCUSSION AND POSSIBLE ACTION REGARDING PROCLAMATIONS
4. DISCUSSION AND POSSIBLE ACTION REGARDING GOALS AND VISION FOR 2026
5. DISCUSSION OF HRC ORDINANCE AND SCOPE

### **ANNOUNCEMENTS**

### **MISCELLANEOUS COMMENTS**

This is an opportunity for residents to address the Norman Human Rights Commission. Due to Open Meeting Act regulations, Commissioners are not able to participate in discussion during public comments. Remarks should be directed to the Commission as a whole and limited to three minutes or less.

### **ADJOURNMENT**



**CITY OF NORMAN, OK**  
**HUMAN RIGHTS COMMISSION MEETING**  
Municipal Building, Executive Conference Room  
201 West Gray St., Norman, OK 73069  
Monday, October 27, 2025 at 5:30 PM

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**MINUTES**

The Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, will meet in Regular Session in the Executive Conference Room at the Municipal Building, on Monday, October 27, 2025 at 5:30 PM and notice of the agenda of the meeting was posted at the Norman Municipal Building at 201 West Gray, and on the City website at least 24 hours prior to the beginning of the meeting.

**COMMISSIONERS PRESENT**

- Aisha Ali, Chair (Ward 3)
- Jackie Farley (Ward 8)
- Deon Osborne (Ward 1)
- Romina Navarro Vega (Ward 6)
- Kelly Feille (Ward 7)
- Jessica Schwager (Ward 4)
- Phillip Moss (Ward 2)
- Brandon Clark (Ward 5)

**COMMISSIONERS ABSENT**

- Rachel Wyatt-Swanson (Ward 8)

**STAFF PRESENT**

- Grace Holloman, Accessibility and Culture Coordinator
- Jeanne Snider, Assistant City Attorney
- Sarah Encinias, Legal Admin Tech

**ROLL CALL**

A quorum was present. Chair Ali called the meeting to order at 5:34 p.m.

**MINUTES**

1. APPROVAL OF THE MINUTES FOR THE SEPTEMBER 22, 2025, REGULAR MEETING

Chair Ali welcomed new member, Brandon Clark. Motion was made by Commissioner Moss to approve the Minutes for the September 22, 2025, regular meeting and motion was duly seconded by Commissioner Farley. A vote was taken with the following results: all approved and none opposed. The Minutes were approved by unanimous vote.

## ACTION ITEMS

### 2. ELECTION OF VICE-CHAIR FOR REMAINDER OF 2025 CALENDAR YEAR

Commissioner Brandon Clark volunteered to serve as HRC Vice-Chair for the remainder of calendar year 2025. Motion was made to approve Commissioner Clark as Vice-Chair by Commissioner Farley and motion was duly seconded by Commissioner Feille. A vote was taken with the following results: all approved and none opposed. Commissioner Clark was approved as Vice-Chair by unanimous vote.

### 3. DISCUSSION AND POSSIBLE ACTION REGARDING HRC MEETING CALENDAR FOR 2026

Commissioners reviewed the draft meeting calendar for the year 2026 showing meetings on the 4<sup>th</sup> Monday of every month at 5:30 pm. Commissioners agreed to have no meeting for January and December, and to move May's meeting from the 25<sup>th</sup> to the 18<sup>th</sup> due to the holiday. Commissioner Farley motioned to approve the meeting calendar and motion was duly seconded by Commissioner Schwager. A vote was taken with the following results: all approved and none opposed. The 2026 meeting calendar was approved by unanimous vote.

### 4. DISCUSSION AND POSSIBLE ACTION REGARDING INTERFAITH BREAKFAST

Chair Ali will submit reservations online for the Nancy O'Brien Center. The breakfast will be on Monday, January 19, 2026, with the breakfast starting at 9:00 am and the program starting at 9:30 am. Ms. Holloman will make arrangements with a caterer.

Members then discussed information on the King Center website ([thekingcenter.org](http://thekingcenter.org)) including the theme and mission statement for 2026. Chair Ali will put breakfast speaker's bios in the program. The following commissioners volunteered to help with the breakfast set up: Chair Aisha Ali, Vice-Chair Brandon Clark, Deon Osborne, Romina Navarro Vega.

### 5. DISCUSSION AND POSSIBLE ACTION ON HUMAN RIGHTS AWARD

Commissioners held group discussion regarding the 10 nominations received for the 2025 Human Rights Award. Finalists were chosen and a vote was taken with the following results: all approved and none opposed. The following award recipients were chosen by unanimous vote: Women in Action for All for the organization award recipient; Breea Clark for the individual award recipient. The awards are scheduled to be presented at the City Council meeting on December 9, 2025.

## ANNOUNCEMENTS

None.

## ADJOURNMENT

The meeting was adjourned at 6:57 p.m.



**CITY OF NORMAN, OK**  
**HUMAN RIGHTS COMMISSION MEETING**  
Municipal Building, Executive Conference Room  
201 West Gray, Norman, OK 73069  
Monday, February 23, 2026 at 5:30 PM

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**MINUTES**

The Human Rights Commission of the City of Norman, Cleveland County, State of Oklahoma, will meet in Regular Session in the Executive Conference Room at the Municipal Building, on Monday, February 23, 2026 at 5:30 PM and notice of the agenda of the meeting was posted at the Norman Municipal Building at 201 West Gray, and on the City website at least 24 hours prior to the beginning of the meeting.

**COMMISSIONERS PRESENT**

- Aisha Ali, Chair (Ward 3)
- Jackie Farley (Ward 8)
- Romina Navarro Vega (Ward 6)
- Jessica Schwager (Ward 4)
- Rachel Wyatt-Swanson (Ward 8)

**COMMISSIONERS ABSENT**

- Phillip Moss (Ward 2)
- Brandon Clark (Ward 5)

**STAFF PRESENT**

- Grace Holloman, Accessibility and Culture Coordinator
- Jeanne Snider, Assistant City Attorney
- Sarah Encinias, Admin Legal Tech

**ROLL CALL**

A quorum was present. Chair Ali called the meeting to order at 5:30 p.m.

**MINUTES**

1. APPROVAL OF THE MINUTES FOR THE NOVEMBER 24, 2025, REGULAR MEETING

Motion was made by Commissioner Schwager to approve the Minutes for the November 24, 2025, regular meeting and motion was duly seconded by Commissioner Farley. A vote was taken with the following results: all approved and none opposed. The Minutes were approved by unanimous vote.

2. APPROVAL OF THE MINUTES FOR THE JANUARY 19, 2026, INTERFAITH BREAKFAST

Motion was made by Commissioner Schwager to approve the Minutes for the January 19, 2026, Interfaith Breakfast and motion was duly seconded by Commissioner Farley.

A vote was taken with the following results: all approved and none opposed. The Minutes were approved by unanimous vote.

## **ACTION ITEMS**

### **3. DISCUSSION REGARDING APPROVAL OF ACTIVITIES REPRESENTING THE HUMAN RIGHTS COMMISSION**

Chair Ali asks Commissioners to get approval of the HRC before implementing their own ideas on behalf of the HRC. Ms. Snider also advises that Commissioners must be mindful that items given away by the HRC must not be valued over \$250 or it must be approved by Council as a donation. Ms. Holloman asks that she be notified with anything having to do with the HRC so she can make sure it goes through the proper channels to be approved. Commissioners may freely attend community events but they should not speak on behalf of the HRC without prior approval at a meeting of the Commission.

### **4. ELECTION OF CHAIR AND VICE-CHAIR FOR CALENDAR YEAR 2026**

The current Chair, Commissioner Ali, volunteered to remain as Chair for this year and Commissioner Schwager volunteered to serve as Vice-Chair. Motion was made by Commissioner Wyatt-Swanson to approve these appointments and motion was duly seconded by Commissioner Farley. A vote was taken with the following results: all approved and none opposed. The motion was approved by unanimous vote.

### **5. DISCUSSION AND POSSIBLE ACTION REGARDING PROCLAMATIONS FOR CALENDAR YEAR 2026**

Ms. Holloman reminded Commissioners they can recommend 1-2 proclamations per month to allow the Mayor time during Council meetings to issue proclamations requested by other groups. Once a recipient is chosen, Ms. Holloman sends an email to them advising what to expect when receiving the proclamation. Commissioners then unanimously approved the following proclamations for the remainder of 2026 (not barring changes):

- March – Women’s History Month
- April – Child Abuse Prevention Month, Arab American Heritage Month
- May – AANHPI Heritage Month, Mental Health Awareness Month
- June – Juneteenth Day, LGBTQ+ Pride Month
- July – Disability Pride Month
- August – Purple Heart Day, World Humanitarian Day
- September – Hispanic Heritage Month, Suicide Prevention Month
- October – Domestic Violence Awareness Month, National Bullying Prevention Month, Breast Cancer Awareness Month
- November – American Indian/Indigenous Peoples’ Heritage Month, World Kindness Day
- December – Human Rights Day, World AIDS/HIV Awareness Month

## 6. DISCUSSION AND REVIEW OF THE 2026 INTERFAITH BREAKFAST

Chair Ali handed out survey responses to the 2026 Interfaith Breakfast and a punch list she used as a guide when preparing for the breakfast. Omitting pork from the food was discussed along with getting a written copy of everyone's speech prior to the event. Ms. Holloman would like to change the program to include more of a mix of prayers, songs and videos.

## 7. DISCUSSION AND POSSIBLE ACTION REGARDING 2026 GOALS

Ms. Holloman asked Commissioners to think about defining their goals and taking part in a mission or vision that can be accomplished by the HRC, and to bring these ideas to the next HRC meeting to share.

## 8. DISCUSSION REGARDING THE RECEIPT OF A HUMAN RIGHTS COMPLAINT

Ms. Snider discussed a human rights complaint that was recently received and reviewed before it was determined it didn't qualify for a review before the HRC. Disqualifying factors were the complaint was not filed timely; it claimed employer retaliation which is an issue that should be brought up with the EEOC; and the incident occurred on state property which is outside of City jurisdiction. Ms. Snider then answered questions from Commissioners about the complaint process in general.

## **ANNOUNCEMENTS**

Commissioner Schwager mentioned events taking place at The Well (Cleveland County Wellness Center, 210 James Garner Ave.) and at the AWE (Norman Adult Wellness and Education Center, 602 N. Findlay Ave.) and encouraged those interested to attend.

## **ADJOURNMENT**

The meeting was adjourned at 6:43 p.m.

## **DIVISION 2-III-1 GENERALLY**

[2-301 Appointive Boards And Commissions; Appointments; Terms Of Office](#)

[2-302 Compensation](#)

[2-303 Ex Officio Members](#)

[2-304 Internal Organization](#)

[2-305 Qualification Of Members; Continuation In Office](#)

[2-306 Quorum; Voting](#)

[2-307 Meeting Notices](#)

### **2-301 Appointive Boards And Commissions; Appointments; Terms Of Office**

The appointed members of the following boards and commissions shall first be nominated by the Mayor and then confirmed by a majority of the Council and the number of appointive members of each respective body and their overall respective terms of office shall be as listed below:

- (a) Board of Adjustment: seven persons for three-year terms.
- (b) Norman Regional Hospital Authority: Nine persons for three-year terms.
- (c) Board of Park Commissioners: Nine persons for three-year terms;
- (d) Environmental Control Advisory Board: Nine persons for three-year terms.
- (e) Human Rights Commission: Nine persons for three-year terms.
- (f) Library Board: Nine persons for three-year terms.
- (g) City Planning Commission: Nine persons for three-year terms.
- (h) Public Housing Authority: Five persons for three-year terms.
- (i) Social and Voluntary Services Commission: Nine persons for three-year terms.
- (j) Board of Appeals: Five persons and one alternate for three-year terms.
- (k) Historic District Commission: Nine persons for three-year terms
- (l) Economic Development Advisory Board: Seven persons for three-year terms.
- (m) Norman Election Commission: Seven persons for three-year terms.

(Code 1976, § 4-101; Ord. No. O-7475-31; Ord. No. O-7677-31; Ord. No. O-7879-20; Ord. No. O-8081-55; Ord. No. O-8081-69; Ord. No. O-8283-40; Ord. No. O-8384-136; Ord. No. O-8889-11; Ord. No. O-9091-23; Ord. No. O-9293-31; Ord. No. O-0001-39; Ord. No. O-1213-42, § 1)

#### HISTORY

Amended by Ord. [O-1617-43](#) § 1 on 1/1/2017

Adopted by Ord. [O-2223-23](#) on 2/28/2023

Amended by Ord. [O-2425-14](#) on 2/25/2025

### **2-302 Compensation**

Except as otherwise provided in this chapter, no member of an appointive board or commission shall receive any compensation, fee or expense, or reimbursement for his services to the City.

(Code 1976, § 4-102; Ord. No. O-7475-31)

#### HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

## **2-303 Ex Officio Members**

The City Manager or his designee shall serve as an ex officio member to the following appointive boards and commissions:

- (a) Board of Park Commissioners.
- (b) Norman Regional Hospital Authority.
- (c) Library Board.

(Code 1976, § 4-103; Ord. No. O-7475-31; Ord. No. O-8081-30)

### HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

## **2-304 Internal Organization**

- (a) At such times as are necessary, each appointive board or commission shall adopt such rules and regulations for the orderly transaction of its business.
- (b) Each appointive board or commission shall elect a Chairman, a Vice-Chairman, and shall elect a Secretary when minutes are required to be kept by this Code.
- (c) The elected Chairman shall, with the approval of the board or commission, appoint such members to committees as that appointive board or commission deems necessary to carry out its duties and powers and to take whatever necessary action it may require.
- (d) The City Manager may designate City staff members to provide support services to assist an appointive board or commission in the performance of their duties.

(Code 1976, § 4-104; Ord. No. O-7475-31)

### HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

## **2-305 Qualification Of Members; Continuation In Office**

- (a) Except as otherwise provided in this chapter, members of appointive boards and commissions shall, at the time of their appointment:
  - (1) Be residents of the City;
  - (2) Be appointed with sole reference to their fitness and ability to perform those duties required of them;
  - (3) Not be members of the immediate family of any elected City official;
  - (4) Not be a full-time City employee;
  - (5) Not be a member of any other appointive board or commission referenced in this chapter, except that potential members of the Economic Development Advisory Board shall not be disqualified from Service on that Board due to service on other boards or commissions of the City;
  - (6) Not be confirmed by the Council in the same meeting in which that member is nominated, unless the presiding officer otherwise obtains the unanimous consent of the Council.

(b) Members shall continue in office during their term until such time that:

- (1) Their term expires and their successor has been appointed and qualifies;
- (2) They die;
- (3) They resign;
- (4) They are removed from office by majority action of Council;
- (5) They attain status as a nonresident of the City;
- (6) They are hired as a full-time employee of the City; or
- (7) They absent themselves from three consecutive regular meetings, and such absences are shown by the official minutes of that board or commission.

(c) Members of appointive boards and commissions may serve only an interim appointment when a vacancy has been created per subsection (b) of this section.

(Code 1976, § 4-105; Ord. No. O-7475-31; Ord. No. O-7778-8; Ord. No. O-8283-53; Ord. No. O-1213-42, § 2)

HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

**2-306 Quorum; Voting**

- (a) The quorum of each appointive board or commission shall be that whole number equal to or exceeding the simple majority of those individuals authorized to be members of that respective board or commission.
- (b) A concurring vote of a quorum shall be necessary to initiate or transact any action or business of any appointive board or commission.
- (c) Except as otherwise provided, only the appointive members of appointive boards or commissions shall vote, and each shall have only one vote.

(Code 1976, § 4-106; Ord. No. O-7475-31)

HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

**2-307 Meeting Notices**

- (a) All boards, commissions, committees, Council subcommittees and ad hoc committees of the City shall follow the provisions of the Open Meeting Act (25 O.S. § 301 et seq.) when posting meeting notices and agendas.
- (b) All boards, commissions, committees, subcommittees and ad hoc committees of the City shall post meeting notices and agendas on the City website.

(Code 1976, § 4-107; Ord. No. O-1213-47, § 1)

HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

## **DIVISION 2-III-11 HUMAN RIGHTS COMMISSION**

### **2-337 Duties And Powers Of The Commission**

### **2-338 Expenditures Of City Funds; Compensation; Reimbursement Of Expenses**

#### **2-337 Duties And Powers Of The Commission**

The Human Rights Commission shall have the power and duty to:

- (a) Provide and promote education and awareness of the rights provided in NCC ch. 8, receive written complaints of discrimination and retaliation in violation of NCC ch. 8, and seek satisfactory resolution of such complaints according to the procedures set forth in NCC ch. 8.
- (b) Study and investigate by means of public hearings or otherwise any conditions having an adverse effect on intergroup relations in the City, and study the problems of prejudice, intolerance, bigotry and discrimination as they affect the public safety and general welfare of the City.
- (c) Institute and conduct educational and other programs to promote the equal rights, opportunities, and mutual understanding of all persons, regardless of their race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex. In the performance of this duty, the Commission may cooperate with interested citizens, private agencies, and agencies of the federal, State, and local governments.
- (d) Issue publications and reports of investigation and research in the field of human rights, and to cooperate with and accept grants from public and private agencies, including foundations and institutions of higher learning engaged in similar research.
- (e) Assist in the enforcement of fair employment practices in City contracts.
- (f) Recommend legislation to promote and ensure equal rights and opportunities for all persons regardless of their race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex.
- (g) Provide minutes of its meetings to the office of the City Clerk within ten days from the date of their approval.

(Code 1976, § 4-1001; Ord. No. O-7475-31; Ord. No. O-1920-2, § 1)

#### HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

#### **2-338 Expenditures Of City Funds; Compensation; Reimbursement Of Expenses**

- (a) The Human Rights Commission shall neither authorize nor incur the expenditures of any City funds for any purpose except as may be authorized and appropriated therefor by the Council.
- (b) Members of the Human Rights Commission are entitled to reimbursement for their actual and necessary expenses, so long as those expenses were incurred in the performance of their duties as Commission members.

(Code 1976, § 4-1002; Ord. No. O-7475-31)

HISTORY

Adopted by Ord. [O-2223-23](#) on 2/28/2023

## **CHAPTER 8 CIVIL RIGHTS**

### **ARTICLE 8-I CIVIL RIGHTS IN GENERAL**

#### **ARTICLE 8-II ANTI-DISCRIMINATION**

#### **ARTICLE 8-III CONVERSION THERAPY**

### **ARTICLE 8-I CIVIL RIGHTS IN GENERAL**

#### **8-101 Definitions**

#### **8-102 Declaration Of Policy And Objectives**

#### **8-103 Human Rights Commission**

#### **8-101 Definitions**

The following words and phrases, when used in this chapter, shall have the meanings respectively ascribed to them in this section, except where the context otherwise requires:

*Age* means that period of time when a worker is 40 years old or older.

*Commission* means the Norman Human Rights Commission.

*Conversion therapy* means any practice or treatment that seeks to change a person's sexual orientation or gender identity, including, but not limited to, any effort to change behaviors or gender expressions or to eliminate or reduce sexual or romantic attractions or feelings toward persons of the same sex. The term "conversion therapy" does not mean:

- (a) Counseling or mental health services that provide acceptance, support and understanding of a person without seeking to change sexual orientation or gender identity; or
- (b) Mental health services that facilitate a person's coping, social support, or sexual orientation or gender identity exploration and development, including, but not limited to, an intervention to prevent or address unlawful conduct or unsafe sexual practices, without seeking to change sexual orientation or gender identity.

*Disability* means a physical or mental impairment that substantially limits one or more of the major life activities of an individual, a record of such impairment, or being regarded as having such an impairment.

*Discriminate or discrimination* means any act which, because of race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex, results in the unequal treatment, separation, or termination of any person; or denies, prevents, limits, or adversely affects the benefit or enjoyment of any person as to employment, ownership, or occupancy of real property or access to public accommodations and public services.

*Employer* means any person or entity who pays one or more individuals a salary or wages for work performance, including the City, its departments, boards, commissions, and authorities, and any other governmental agency within its jurisdiction, but excluding any religious, fraternal, or sectarian organization which is not supported in whole or part by any governmental appropriations. Excludes independent contractors and employment of the parents, spouse, or children of such person.

*Employment agency* means any person regularly undertaking with or without compensation, to procure opportunities for employment or to procure, recruit, refer or place employees.

*Gender identity or expression* means the actual or perceived gender-related identity, appearance, expression, mannerisms, or other gender-related characteristics of an individual, regardless of the individual's designated sex at birth.

*Labor organization* means any organization which exists for the purpose in whole or in part of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment or of other mutual aid or protection in relation to employment.

*Owner* means the owner, co-owner, lessee, sublessee, mortgagee, assignee, manager, agent, employee or any other person having the right of ownership or possession or the authority to sale, rent, or lease any housing accommodation, or any person having an equitable or security interest in any housing accommodation, including the City, and its departments, boards, commissions, and authorities.

*Person* means an individual, association, corporation, joint apprenticeship, committee, joint stock company, labor union, legal representative, mutual company, partnership, receiver, trust, trustee, unincorporated organization, or other legal or commercial entity, including the City.

*Public accommodation* means any place, business or activity which is open to, accepts or solicits the patronage of the general public or offers goods, services or recreation to the general public.

*Sexual harassment.*

- (a) Unwelcome sexual advances, requests of sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
- (1) Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
  - (2) Submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting such individual; or
  - (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
- (b) For purposes of this chapter, an employer, labor organization or employment agency has engaged in sexual harassment if:
- (1) The agents and supervisory employees of an employer, labor organization or employment agency engaged in sexual harassment, regardless of whether the specific acts of sexual harassment were authorized or even forbidden, and regardless of whether the employer knew or should have known of their occurrence; or
  - (2) The nonsupervisory employees of an employer, labor organization or employment agency engaged in sexual harassment and the employer, labor organization or employment agency knew or reasonably should have known of the sexual harassment.

*Sexual orientation* means an individual's actual or perceived heterosexuality, homosexuality, asexuality, or bisexuality.

(Code 1976, § 7-103; Ord. No. O-8687-2; Ord. No. O-1920-2, § 2)

## HISTORY

Amended by Ord. [O-2021-45](#) §§ 12, 13 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-102 Declaration Of Policy And Objectives**

- (a) It is the policy of the City that the protection of civil rights is a matter of local concern and that in order to ensure public safety, public health, and the general welfare of all citizens of this community, no individual shall be denied equal protection of the laws, nor shall an individual be denied the enjoyment of his civil rights or be discriminated against because of race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex. All citizens of this community shall have an equal opportunity to purchase, rent, lease, or occupy housing accommodations; to avail themselves of the full enjoyment of public accommodations; to have an equal opportunity in the job market and the social and economic life of the City; and to reach their full potential as human beings without regard to race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex.
- (b) The provisions and sections of this chapter shall be liberally construed in order to further the general purpose of this declaration of policy and objectives.

(Code 1976, § 7-101; Ord. No. O-8687-2; Ord. No. O-9798-58; Ord. No. O-1920-2, § 2)

## HISTORY

Amended by Ord. [O-2021-45](#) § 12 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-103 Human Rights Commission**

The duties of the City Human Rights Commission shall be as follows:

- (a) To study problems of discrimination in any or all fields of human relations and to encourage fair treatment and mutual understanding among all citizens; and to combat those misconceptions, prejudices and stereotypes that tend to prevent individuals from reaching their full potential as human beings;
- (b) To hold such meetings as the Commission may deem necessary or proper to assist in carrying out its functions;
- (c) To make recommendations to the City Council of the City for action it deems necessary to the furtherance of equality and human rights, including the recommendation of legislation to promote the objectives of this chapter;
- (d) To appoint subcommittees to concern themselves with specific human rights problems, which subcommittees shall:
- (1) Be composed of bona fide adult residents of the community; and
  - (2) Be chaired by a member of the Commission;
- (e) To serve as a citizens' advisory committee for the purpose of coordinating, studying and making reports concerning citizen involvement in human rights matters;
- (f) To perform such other duties as may be assigned to it from time to time by the City Council;

- (g) To provide and promote education and awareness of the rights provided in this Code, to receive written complaints of discrimination and retaliation in violation of this Code, and to seek satisfactory resolution of such complaints according to the procedures hereinafter set forth;
- (h) To institute and conduct educational and other programs to promote the equal rights of all persons regardless of race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex, and to promote understanding among all persons and groups;
- (i) To cooperate with interested citizens, private agencies, and the agencies of local, state, and federal governments in the promotion of human rights;
- (j) To issue publications and reports of investigations and research in the field of human rights, and to cooperate with and accept grants from public and private agencies, including foundations and institutions of higher learning engaged in similar research;
- (k) To assist in the enforcement of fair employment practices in City contracts;
- (l) To monitor the policies and procedures of all agencies, trusts, departments, and commissions of the City for the compliance with the laws of the City, the State, and of the United States promoting human rights;
- (m) To adopt bylaws, rules and regulations for the conduct of the Commission's business;
- (n) To keep an open, public record of its resolutions, transactions, minutes, and determinations;
- (o) To create and fill such offices as it may determine are necessary for the performance of its functions; and
- (p) To submit to City Council an annual report of complaints filed and their resolution. No report is required if no complaints are filed during a particular year.

(Code 1976, § 7-102; Ord. No. O-8687-2; Ord. No. O-9798-58; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 12 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **ARTICLE 8-II ANTI-DISCRIMINATION**

#### **[8-201 Prohibition Of Discrimination And Retaliation](#)**

#### **[8-202 Exceptions](#)**

#### **[8-203 Filing Complaints](#)**

#### **[8-204 Administrative Review Of Complaints](#)**

#### **[8-205 Resolution Of Complaints](#)**

#### **[8-206 Penalties](#)**

#### **[8-207 Private Civil Action](#)**

### **8-201 Prohibition Of Discrimination And Retaliation**

No person or entity shall discriminate against any persons within the City regarding employment, housing, public accommodations, and public services on the basis of race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex. It is an unlawful employment practice for any employer, labor organization, or employment agency to

engage in sexual harassment. Prohibited acts of discrimination on the basis of any reason set forth above shall include the publishing, circulation, display, posting, or mailing of any written, printed, or electronic communication, notice, or advertisement to the effect that any of the accommodations, advantages, facilities, goods, products, services and privileges of any public place shall be refused, withheld, or that the patronage of such person is unwelcome, objectionable, or not acceptable, desired, or solicited. No person or entity shall discriminate or retaliate against any person because of that person's opposition to any unlawful practice forbidden in this chapter or because of that person's filing of a complaint or assistance or cooperation in any investigation, attempted resolution, or other proceedings brought under this chapter.

(Code 1976, § 7-104; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 14 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-202 Exceptions**

For the purposes of this chapter, the following exceptions shall not constitute unlawful discrimination or retaliation:

(a) *Employment exceptions.*

- (1) *Religious educational institutions.* It is not an unlawful employment practice for a school, college, university, or other educational institution to hire and employ a person of a particular religion if:
  - a. The school, college, university, or other educational institution is wholly or substantially owned, supported, controlled, or managed by a particular religion, religious corporation, association, or society; or
  - b. The curriculum of the school, college, university, or other educational institution is directed to the propagation of a particular religion.
- (2) *Bona fide seniority or merit systems.* Notwithstanding any other provisions of this chapter, it is not an unlawful employment practice for an employer:
  - a. To apply differing standards of compensation, or different terms, conditions, privileges, or responsibilities of employment pursuant to a bona fide seniority or merit system, or a system which measures earnings by quantity or quality of production, or to employees who work in different locations, if such differences are not the result of an intention to discriminate on the basis of race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex.
  - b. To give and to act on the results of a professionally developed ability test, if the test, its administration, or action upon the results is not designed, intended, or used to discriminate because of race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex.

- (3) *Bona fide occupational qualifications.* Notwithstanding any other provision of this chapter, it shall not be an unlawful employment for an employer to consider bona fide occupational qualifications that are reasonably necessary as to the normal operation of that particular business or enterprise as allowed under title VII of the Civil Rights Act of 1964 and interpreted by federal and State law.
- (4) *Affirmative action programs.* Notwithstanding any other provision of this chapter, it shall not be an unlawful employment practice for an employer to adopt and implement a plan designed to eliminate or reduce any imbalance respecting a particular race, color, sex, or national origin group, when that plan is otherwise authorized by the laws of the State or the laws of the United States.
- (b) *Housing exceptions.* Notwithstanding any other provision of this chapter, the following shall not be an unlawful discriminatory housing practice in situations wherein:
- (1) *Religious or sectarian institutions.* A religious or sectarian institution or organization or a charitable or educational organization (which is operated, supervised, or controlled by or in connection with a religious organization), or any bona fide private or fraternal organization:
- Limits admission to, or gives preference to persons of the same religion or sect or to members of such private or fraternal organization; or
  - Makes such selection as a calculated effort by that organization to promote the religious or sectarian principles or the aims, purposes, or fraternal principles for which it is established or maintained.
- (2) *Private offers.* An owner privately offers property or gives preference to prospective tenants or buyers, as long as those reasons for the private offer or preference are not based upon race, color, religion, ancestry, national origin, age, place of birth, disability, sex, sexual orientation, gender identity or expression, familial status, or marital status, including marriage to a person of the same sex.
- (3) *Senior living.* With respect to age only, the sale, rental, or lease of housing accommodations meeting the requirements of federal, State, or local housing programs for senior citizens, or accommodations otherwise intended, advertised, designed, or operated for the bona fide purpose of providing housing accommodations for persons 50 years of age or older.
- (4) *Immediate family.* In regards to the rental of housing accommodations in a building which contains housing accommodations for not more than two families living independently of each other if the owner or a member of the owner's immediate family resides in one of the housing accommodations, or to the rental of rooms in a single-family dwelling by a person if the lessor or a member of the lessor's immediate family resides in the dwelling.
- (5) *State or federal exceptions.* Any other situation wherein state or federal law and/or agencies charged with enforcement of those laws provide other exceptions.

(Code 1976, § 7-105; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 14 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-203 Filing Complaints**

- (a) A person claiming to be aggrieved by a discriminatory practice or act of retaliation (hereinafter referred to as the complainant) may file in the City Clerk's office a written complaint on a form approved by the City Human Rights Commission. The written complaint stating that a discriminatory practice has occurred shall set forth the facts upon which the complaint is based and shall include the name, mailing address, electronic mail address, and telephone number of the complainant and the persons or entity against whom the allegations are made (hereinafter referred to as the respondent) as well as the location, date, and description of the alleged violation of this chapter. The complaint must be filed within 90 days after the alleged discriminatory practice occurs. Reasonable accommodations to assist in the filing of complaints shall be provided to individuals with disabilities upon request in accordance with the policies and procedures outlined in the City's Americans with Disabilities Act Accessibility and Inclusion Statement.
- (b) A copy of the complaint shall be promptly furnished to the respondent along with a notice of the date and time of the Commission meeting at which the complaint will be heard.

(Code 1976, § 7-106; Ord. No. O-8687-2; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 14 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-204 Administrative Review Of Complaints**

- (a) Upon timely filing of a complaint, the Commission shall review and discuss the complaint at its next regularly scheduled or special meeting that is at least 30 days after receipt of the complaint.
- (b) Prior to the Commission's administrative review of the complaint, the City Attorney, the Commission Chair, and/or their designees may contact the complainant and the respondent to attempt facilitation of mediation or other informal resolution of the complaint. If the complaint is resolved prior to the administrative review date, administrative review of the complaint may be cancelled.
- (c) The complainant may appear at the administrative review in person with or without an attorney and/or additional witnesses and present information for the Commission's consideration, including, but not limited to, documents, photographs, or any other information in support of the allegations in the complaint.
- (d) The respondent may file a written response to the complaint, appear at the administrative review in person with or without an attorney and/or additional witnesses, and present information for the Commission's consideration, including, but not limited to, documents, photographs, or any other information responsive to the allegations in the complaint.

(Code 1976, § 7-107; Ord. No. O-8687-2; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 14 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-205 Resolution Of Complaints**

The Commission shall review, discuss, and consider the complaint, response, and the information provided during the administrative review and then make a recommendation as to the merits of the complaint and whether further action is warranted. The Commission may work with the complainant and respondent to seek an amicable resolution by mediation or other alternative

dispute resolution. If the Commission determines by majority vote that the complaint is unfounded, that further action is not warranted, or that the issue has been resolved, it shall dismiss the complaint. If by a majority vote of the Commission, it is determined that further action is warranted, the Commission shall provide a copy of the complaint, the response, and any other supporting information along with a written recommendation to the City Attorney for further investigation and, if appropriate, further action, including, but not limited to:

- (a) Referral of the complainant to other local, state, or federal entities;
- (b) Mediation of the matter between the involved parties;
- (c) Prosecution of the respondent in municipal Court;
- (d) Filing of injunctive relief in state or federal district court; or
- (e) Determination that no further action should be taken.

(Code 1976, § 7-108; Ord. No. O-8687-2; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 14 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-206 Penalties**

Any person convicted of violating NCC 8-201 shall be punished by a fine and/or imprisonment as provided in the City penalty and fine schedule.

(Code 1976, § 7-109; Ord. No. O-8687-2; Ord. No. O-9596-45; Ord. No. O-9900-11; Ord. No. O-0506-10; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 14 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

### **8-207 Private Civil Action**

Nothing in this chapter shall preclude complainant's right to pursue other administrative remedies and/or a private civil action for appropriate injunctive relief, damages, or both against the respondent.

(Code 1976, § 7-110; Ord. No. O-1920-2, § 2)

#### HISTORY

Amended by Ord. [O-2021-45](#) § 14 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

## **ARTICLE 8-III CONVERSION THERAPY**

### **8-301 Conversion Therapy Prohibited**

### **8-302 Enforcement**

### **8-301 Conversion Therapy Prohibited**

It is a violation for any provider, as defined in 59 O.S. § 725.2, to engage in conversion therapy with a minor.

(Code 1976, § 7-111)

## HISTORY

Adopted by Ord. [O-2021-45](#) §§ 16, 17 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023

**8-302 Enforcement**

- (a) *Penalties.* Any person convicted of violating NCC 8-301 shall be punished by a fine and/or imprisonment as provided in the City penalty and fine schedule.
- (b) *Civil action.* This section shall not limit the City from pursuing other remedies or from instituting any appropriate action or proceeding, including an injunction in a court of competent jurisdiction.

(Code 1976, § 7-112)

## HISTORY

Adopted by Ord. [O-2021-45](#) §§ 16, 18 on 6/29/2021

Adopted by Ord. [O-2223-23](#) on 2/28/2023