

CITY OF BELLEVUE, WASHINGTON

ORDINANCE NO. 5694

AN ORDINANCE amending the Human Resources Code, BCC Chapter 3.79; amending Ordinance No. 4094, as amended by Ordinance No. 5187, 5228 and 5263; authorizing the inclusion of "sexual orientation" in the definition of Harassment to be consistent with State Law.

WHEREAS, the State legislature has amended RCW 49.60.180(1) effective June 8, 2006 to include "sexual orientation" as a protected category from unlawful discrimination as provided in said statute; and

WHEREAS, the City of Bellevue wishes to amend the Bellevue City Code to be consistent with state law; now, therefore,

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. Bellevue City Code Chapter 3.79.040 T. is amended to read as follows:

Chapter 3.79
HUMAN RESOURCES CODE

3.79.040 Definitions.

T. "Harassment" means acts or conduct of a harassing nature that would be offensive to the reasonable person including, but not limited to, unwelcome hitting, touching, impeding or blocking movement; physical interference with normal work; unwelcome sexual advances, requests for sexual favors, and other unwelcome verbal or physical conduct of a sexual nature including, but not limited to, making explicit or implied job threats in return for submission to sexual acts or movement; unwelcome epithets, derogatory comments or slurs; unwelcome derogatory posters, notices, bulletins, cartoons, or drawings or any other similar conduct; when any of such acts or conduct are directed at an individual based on race, color, creed, religion, gender, age, national origin, citizenship, marital status, sexual orientation, or the presence of any sensory, physical or mental disability.

Section 2. This ordinance shall take effect and be in force five (5) days after its passage and legal publication.

ORIGINAL

Passed by the City Council this 18th day of September, 2006
and signed in authentication of its passage this 18th day of September,
2006.

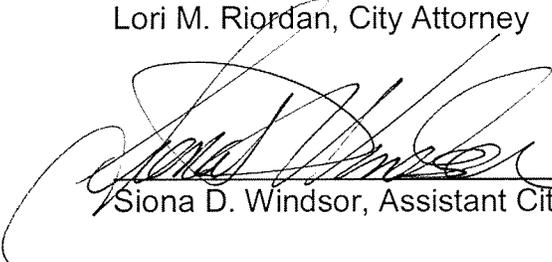
(SEAL)



Grant Deggringer, Mayor

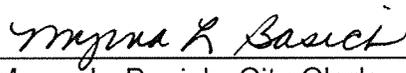
Approved as to form:

Lori M. Riordan, City Attorney



Siona D. Windsor, Assistant City Attorney

Attest:



Myrna L. Basich, City Clerk

Published September 22, 2006