

ORDINANCE NO. 1039 AC CMS

AN ORDINANCE PROVIDING FOR FAIR EMPLOYMENT  
PRACTICES IN THE CITY OF OBERLIN, OHIO

WHEREAS, the City of Oberlin is committed to a program of assuring equal employment opportunities for all citizens of the City of Oberlin; and

WHEREAS, to assure equality of employment opportunities, the Council of the City of Oberlin deems it necessary to enact legislation providing for fair employment practices.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Oberlin, Lorain County, Ohio, a majority of all members elected thereto concurring:

SECTION 1. DEFINITIONS. As used in this chapter, unless a different meaning clearly appears from the context, the following terms shall have the meanings described in this section:

(a) "Discriminate" means to treat persons differently purely on the basis of their race, color, creed, sex, ancestry, or national origin.

(b) "Employer" includes the City of Oberlin, any person employing four or more persons within the City, and any person acting in the interest of an employer, directly or indirectly.

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

(d) "Person" includes an association, partnership or corporation, as well as a natural person. The term "person" as applied to partnerships or other associations includes their members, and as applied to corporations includes those officers having control of employment.

(e) "Employment agency" includes any person regularly undertaking with or without compensation to procure opportunities to work or to procure, recruit, refer or place employees.

SECTION 2. PROHIBITED ACTS. It shall be an unlawful employment practice:

(a) For any employer, because of the race, color, creed, sex, ancestry, or national origin of any person, to refuse to hire or otherwise to discriminate

against him with respect to hire, placement, tenure, advancement, rate of pay, termination, or any other terms, conditions, or privileges of employment, or any matter directly or indirectly related to employment.

(b) For any labor organization to limit or classify its membership on the basis of race, color, creed, sex, ancestry, or national origin, or to otherwise discriminate against any person or limit his employment opportunities or otherwise adversely affect his status as an employee, or his wages, hours, or employment conditions, because of his race, color, creed, sex, ancestry, or national origin.

(c) For any employer, labor organization, or joint labor-management committee controlling apprentice training programs to discriminate against any person because of his race, color, creed, sex, ancestry, or national origin in admission to, or employment in any program established to provide apprentice training.

(d) For an employment agency, because of race, color, creed, sex, ancestry or national origin to accept, register, classify properly or refer for employment or otherwise to discriminate against any person.

SECTION 3. PENALTY. Whoever violates any provision of the ordinance shall be guilty of a minor misdemeanor.

SECTION 4. EFFECTIVE DATE.. This ordinance shall take effect from and after the earliest period allowed by law.

PASSED: 1st reading -  
2nd reading -  
3rd reading -

ATTEST:

\_\_\_\_\_  
CLERK OF COUNCIL

\_\_\_\_\_  
CHAIRMAN OF COUNCIL

POSTED: