



City of Cambridge

55.

IN CITY COUNCIL

November 18, 1996

COUNCILLOR TRIANTAFILLOU

COUNCILLOR DUEHAY

COUNCILLOR REEVES

- WHEREAS: The Cambridge Lavender Alliance seeks to make Cambridge a better place for all of its residents, regardless of sexual orientation; and
- WHEREAS: The Cambridge Lavender Alliance has asked the City Council to expand its Human Rights Ordinance to include "gender;" and
- WHEREAS: Currently, neither the Commonwealth of Massachusetts, nor the City of Cambridge offer any protection from discrimination for those of its residents who do not conform to the stereotypical gender norms of our society; and
- WHEREAS: In the past year, there have been two murders in the Commonwealth which were committed because the victim did not conform to gender norms; and
- WHEREAS: In the City of Cambridge, residents have lost jobs because they do not conform to gender norms; and
- WHEREAS: In the City of Cambridge, residents live in fear of losing their jobs because employers may determine that they do not conform to gender norms; and
- WHEREAS: Cambridge cannot tolerate discrimination against any resident who is singled out for bias based on factors other than their relevant qualifications as a tenant, employee, citizen or customer; and
- WHEREAS: The Human Rights Commission recently voted to support an amendment to the Human Rights Ordinance to include "gender" in the listed of protected attributes:
- WHEREAS: The Human Rights Commission recently voted to support an amendment to the Human Rights Ordinance to define "gender" as "the actual or perceived appearance expression, or identity of a person with respect to masculinity and femininity; and



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VICE MAYOR BORN
COUNCILLOR DAVIS
COUNCILLOR GALLUCCIO
COUNCILLOR SULLIVAN

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- WHEREAS: The Human Rights Commission recently voted to support an amendment to the Human Rights Ordinance to define "gender" as "the actual or perceived appearance expression, or identity of a person with respect to masculinity and femininity; and

WHEREAS: This definition of gender is intended to provide protection from and recourse against harassment of any individual because they are perceived by others as not sufficiently masculine or feminine; and

WHEREAS: The Human Rights Commission recently voted to support an amendment to the Human Rights Ordinance to define "same sex" as "occupying the same social and identity roles as another with respect to being male or female;"

WHEREAS: This definition of same sex is intended to provide resolution for instances where a person's sex is not immediately obvious or called into question, while protecting the interests of those desirous of segregation by sex and/or protection from the opposite sex; now therefore be it

RESOLVED: That the Ordinance Subcommittee consider changes to the Human Rights Ordinance and recommend that the City Council amend Chapter 2.76 by adding the following:

1. Add "gender," between "sexual orientation," and "marital status," in every section in which they occur. Those sections are: 2.76.030(2), 2.76.030(4), 2.76.030(10)(b), 2.76.110, 2.76.120A, 2.76.120D, 2.76.120E, 2.76.120F, 2.76.120G, 2.76.120H(1), 2.76.120I, 2.76.120J, 2.76.120K, 2.76.120L, 2.76.120M(1), 2.76.120M(3)(c), 2.76.120N 2.76,120O, 2.76.160A, 2.76,160B.

2. Add the following definitions to §2.76.030:

15. "Gender" means the actual or perceived appearance, expression or identity of a person with respect to masculinity and femininity; and

16. "Same sex" means occupying the same social and identity roles as another with respect to being male female.

In City Council November 18, 1996

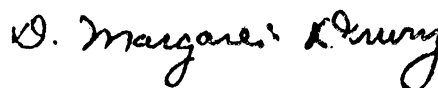
Adopted by the affirmative vote of nine members.

Attest:- D. Margaret Drury, City Clerk.

A true copy;

ATTEST:-

D. Margaret Drury
City Clerk



55.

Councilor Triantafyllou

Proposed Resolution

- WHEREAS: The Cambridge Lavender Alliance seeks to make Cambridge a better place for all of its residents, regardless of sexual orientation;
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expression, or identity of a person with respect to masculinity and femininity”;

WHEREAS: This definition of gender is intended to provide protection from and recourse against harassment of any individual because they are perceived by others as not sufficiently masculine or feminine;

WHEREAS: The Human Rights Commission recently voted to support an amendment to the Human Rights Ordinance to define “same sex” as “occupying the same social and identity roles as another with respect to being male or female”;

WHEREAS: This definition of same sex is intended to provide resolution for instances where a person’s sex is not immediately obvious or called into question, while protecting the interests of those desirous of segregation by sex and/or protection from the opposite sex.

RESOLVED: That the Ordinance Subcommittee consider changes to the Human Rights Ordinance and recommend that the City Council amend Chapter 2.76 by adding the following:

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respect to being male or female.

WHEREAS: This definition of gender is intended to provide protection from and recourse against harassment of any individual because they are perceived by others as not sufficiently masculine or feminine; and

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Bon, Lewis, Galluccio,
Consent Order #55

Sullivan

S-569

Councillors Triantafyllou, Duehay and
Reeves re: Proposed changes to the Human
Rights Ordinance to provide protection
from discrimination and harassment based
on non-conformance to gender norms.

In City Council November 18, 1996

ORDER ADOPTED

*11/25 Sent to C. Duehay
Referred to Ordinance Committee*