

ORDINANCE NO. _____

An ordinance adding Section 4.404.3 to the Los Angeles Administrative Code to promote transgender awareness through cultural awareness training.

WHEREAS, the City of Los Angeles is dedicated to the goal of equal employment opportunity and is committed to diversity among its employees, which gives the City access to a rich range of talent, representing different experiences, perspectives, and styles;

WHEREAS, the City of Los Angeles has adopted a "Discrimination Free Workplace Policy" outlining the right of all employees to a discrimination-free environment and outlining the responsibility of employees to prevent acts or speech that are derogatory or demeaning to any employee based on their race, gender, sexual orientation, disability, or other protected class;

WHEREAS, it is the policy of the City of Los Angeles to prohibit discrimination and harassment on the basis of one's actual or perceived sexual orientation, gender identity, or gender expression;

WHEREAS, by maintaining a work environment built on respect, trust, collaboration, and cooperation, the City is better able to provide superior service to its communities;

WHEREAS, the transgender community faces troubling concerns in the areas of economic development, public safety, and public awareness; and

WHEREAS, it is imperative for the City of Los Angeles to act to protect the most misunderstood and marginalized in all society and to elevate issues of fairness and equality for everyone.

NOW, THEREFORE,

**THE PEOPLE OF THE CITY OF LOS ANGELES
DO ORDAIN AS FOLLOWS:**

Section 1. A new Section 4.404.3 is added to Article 9, Chapter 7, Division 4 of the Los Angeles Administrative Code to read as follows:

Sec. 4.404.3.


- (a) The Personnel Department shall offer a Transgender Cultural Sensitivity Program to promote transgender awareness.
- (b) All City employees shall complete a Transgender Cultural Sensitivity Training Program offered and provided by the Personnel Department.

Sec. 2. This ordinance shall be operative upon publication pursuant to Charter Section 252(g).

Sec. 3. The City Clerk shall certify to the passage of this ordinance and have it published in accordance with Council policy, either in a daily newspaper circulated in the City of Los Angeles or by posting for ten days in three public places in the City of Los Angeles: one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; and one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records.

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By 
PHYLLIS F. HENDERSON
Deputy City Attorney

Date 2/12/2020

File No. 17-0356

The Clerk of the City of Los Angeles hereby certifies that the foregoing ordinance was passed by the Council of the City of Los Angeles.

CITY CLERK

MAYOR

Ordinance Passed _____

Approved _____