

RESOLUTION

WHEREAS, any official position of the City of Los Angeles with respect to legislation, rules, regulations, or policies proposed to or pending before a local, state, or federal governmental body or agency must have first been adopted in the form of a Resolution by the City Council; and

WHEREAS, the California Fair Employment and Housing Act of 1959 (FEHA) prohibits discrimination in employment and housing based on protected classes of actual or perceived characteristics; and

WHEREAS, the protected classes included in FEHA include gender, sexual orientation, race, religion, are protected from discrimination by the State Department of Fair Employment and Housing and are notably more extensive than federal protective classes; and

WHEREAS, currently pending before the California State Legislature is AB 1940 (Calderon) that would expand the definition of sex as a protected class under FEHA to include perimenopause, menopause, postmenopause, or related medical conditions; and

WHEREAS, symptoms of menopause can impact workers in the workplace; raising awareness and prohibiting discrimination based on menopause can lead to workers seeking relief to address physical issues associated with menopause; and

WHEREAS, if enacted, the bill would remove any ambiguity as to whether menopause-related conditions are covered and would expressly inform employers that discrimination, harassment, or failure to accommodate employees experiencing the hormonal changes associated with menopause may constitute unlawful sex-based discrimination; and

WHEREAS, AB 1940 would also require the State Civil Rights Department to update its mandatory workplace discrimination poster to inform employees of their rights regarding menopause-related conditions and mandate that the State to implement a public awareness campaign regarding these rights; and

WHEREAS, support for AB 1940 would demonstrate the City's commitment to preventing discrimination of any kind, as well as ensuring the wellbeing of all employees in the workplace;

NOW, THEREFORE, BE IT RESOLVED, that by the adoption of this Resolution, the City of Los Angeles hereby includes in its 2025-2026 State Legislative Program SUPPORT for AB 1940 (Calderon) that would expand the definition of sex as a protected class under the California Fair Employment and Housing Act of 1959 to include perimenopause, menopause, postmenopause, or related medical conditions.

PRESENTED BY:


KATY YAROSLAVSKY
Councilmember, 5th District

SECONDED BY:



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