

Subchapter III. Anti-discrimination in Places of Public
Accommodations and in Employment

ARTICLE XI

DISCRIMINATION PROHIBITED IN PLACES OF PUBLIC
ACCOMMODATIONS AND IN EMPLOYMENT

Section 8-81 Definitions.

The following definitions apply to this Article:

- (1) "Discrimination" means any difference in treatment based on race, natural hair or hairstyles, ethnicity, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief or non-belief, age, or disability.
- (2) "Employer" includes any person employing one or more persons within the Town of Carrboro and any person acting in the interest of an employer, directly or indirectly.
- (3) "Gender identity or expression" means having or being perceived as having gender-related identity, expression, appearance, or behavior, whether or not that identity, expression, appearance, or behavior is different from that traditionally associated with the sex assigned to that individual at birth.
- (4) "Person" includes one or more individuals, partnerships, associations, organizations, corporations, legal representatives, unincorporated organizations, fiduciaries, and other organized groups of persons.
- (5) "Place of public accommodation" includes, but is not limited to, any place, facility, store, other establishment, hotel, or motel, which supplies goods or services on the premises to the public or which solicits or accepts the patronage or trade of any person.

(6) “Pregnancy” includes, but is not limited to, pregnancy, childbirth, or any medical condition related to pregnancy or childbirth.

Section 8-82 Discrimination in Places of Public Accommodations Prohibited.

It shall be unlawful for any proprietor or their employer, keeper, or manager in a place of public accommodation to deny any person, except for reasons applicable alike to all persons, regardless of race, natural hair or hairstyles, ethnicity, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief or non-belief, age, or disability the full enjoyment of the accommodations, advantages, facilities or privileges thereof.

Section 8-83 Discrimination in Employment Prohibited.

It shall be unlawful for any employer, because of the race, natural hair or hairstyles, ethnicity, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief or non-belief, age, or disability of any person to refuse to hire or otherwise discriminate against that person with respect to hire, tenure, conditions, or privileges of employment, or any matter directly or indirectly related to employment.

Section 8-84 Penalties and Enforcement.

(a) Any person, firm, or corporation violating any provisions of this Article shall, under G.S. 14-4(a), be guilty of a Class 3 misdemeanor and shall be fined five hundred dollars (\$500.00). Each and every day during which such discrimination continues shall be deemed a separate offense.

(b) In addition to, or in lieu of the remedy provided in subsection (a), any person, firm, or corporation violating any provisions of this Article may be subject to an enforcement action brought by the Town under G.S. 160A-175(d) and (e) for an appropriate equitable remedy,

including but not limited to a mandatory or prohibitory injunction commanding the defendant to correct the conduct prohibited under this Article.