

**AN ORDINANCE AMENDING CHAPTER 8 OF THE CARRBORO TOWN CODE TO PROHIBIT DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATIONS AND IN EMPLOYMENT**

WHEREAS, on March 23, 2016, S.L. 2016-3 (commonly known as “House Bill 2”) established new statewide standards for what constitutes discriminatory practice in employment and public accommodations; omitted sexual orientation, gender identity and expression, and other categories from the statewide list of categories protected from discrimination; and appeared to preempt local governments from offering these protections to their residents; and

WHEREAS, on March 26, 2016, the Carrboro Town Council approved a resolution calling for the repeal of S.L. 2016-3 and announced its intention to seek opportunities to adopt appropriate local ordinances to advance equal protection and nondiscrimination; and

WHEREAS, on March 30, 2017, S.L. 2017-4 repealed S.L. 2016-3 and, in Section 3 of the act, preempted local governments from enacting or amending ordinances regulating private employment practices or regulating public accommodations; and

WHEREAS, Section 3 of S.L. 2017-4 expired on December 1, 2020;

NOW, THEREFORE, THE CARRBORO TOWN COUNCIL ORDAINS:

Section 1. Chapter 8 of the Carrboro Town Code is amended to add a new “Subchapter III. Anti-discrimination in Places of Public Accommodations and in Employment,” with a new “Article XI: Discrimination Prohibited in Places of Public Accommodations and in Employment” as shown in the language attached.

Section 2. All provisions of any Town ordinance in conflict with this ordinance are repealed.

Section 3. This ordinance shall become effective upon adoption.

The foregoing ordinance, having been submitted to a vote, received the following vote and was duly adopted this \_\_\_\_ day of \_\_\_\_\_, 2021.

Ayes: \_\_\_\_

Noes: \_\_\_\_

Absent or Excused: \_\_\_\_