

RESOLUTION NO. 59485

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN
JOSE ESTABLISHING A CITY OF SAN JOSE HUMAN
RIGHTS POLICY

WHEREAS, the City of San Jose recognizes that the diversity of the community of the City of San Jose has brought cultural, social and economic enrichment to the City and its residents; and

WHEREAS, the City recognizes that many citizens and groups often encounter barriers to their full participation in society; and

WHEREAS, the City is committed to equality of treatment and opportunity for all San Jose residents and recognizes that a harmonious community climate is essential to the future prosperity and social well being of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SAN JOSE:

Section 1. Establishment of a City of San Jose Human Rights Policy. The Human Rights Policy contained herein is the official policy of the City of San Jose.

I. Every person in the City of San Jose has a right to a life free from discrimination or prejudice because of their race, ethnicity, national origin, disability, age, sex, sexual orientation or religion.

II. City government will take an active role in the elimination of all forms of discrimination covered by this policy including those policies and practices which, while not intentionally discriminatory, have a discriminatory effect. To this end, the City Council of the City of San Jose is committed to:

A. Equal Employment Opportunity policies and practices within City government and throughout the City of San Jose that ensure equality of treatment and opportunities through affirmative action strategies.

B. Equal access to services for all segments of our community, ensuring that the particular needs and perspectives of our many diverse communities are adequately represented and served.

C. A positive and balanced portrayal of all segments in our community in communications and advertisements.

D. Appointments to City commissions, boards and committees that ensure adequate representation of our diverse community.

E. The elimination of prejudices, negative stereotyping and harassment of individuals because of their race, national origin, ethnicity, sex, sexual orientation, religion, age or disability.

ADOPTED this 18th day of November, 1986, by the following vote:

AYES: ALVARADO, BEALL, HAMMER, LEWIS, PUTNAM, SAUSEDO,
STABILE, WILLIAMS; McENERY

NOES: RYDEN

ABSENT: IANNI


THOMAS McENERY, Mayor

ATTEST:


ANDREA M. PAVONE, City Clerk