

# City of Salem

---

## FIRST PASSAGE

*In the year Two Thousand and Fourteen*

**An Ordinance** relative to non-discrimination

*Be it ordained by the City Council of the City of Salem, as follows:*

### **Section 1.**

Chapter 2. Administration is hereby amended by adding a new Article as follows:

#### “ARTICLE XVI. Non-Discrimination Policy

##### Sec. 2-2055. Purpose and Intent

It is the finding of the City of Salem that no individual should be denied equal treatment or opportunity as a result of his or her age, ancestry, color, disability, family status, gender identity or expression, military status, marital status, national origin, race, religion, sex or sexual orientation.

##### Sec. 2056. Policy

It is the policy of the City of Salem to uphold the human rights of all persons in Salem and the free exercise and enjoyment of any and all rights and privileges secured by the Constitutions, Laws, Ordinances and Regulations of the United States, the Commonwealth of Massachusetts and the City of Salem. As such, actions that may deny or tend to deny to an individual equal access or opportunity in matters of housing, employment, education, municipal services, contracts, purchasing or public accommodations on the basis of: age, ancestry, color, disability, family status, gender identity or expression, military status, marital status, national origin, race, religion, sex or sexual orientation, are hereby prohibited.

##### Sec. 2057. Enforcement

The Licensing Board shall hear and determine a complaint of a violation by a private individual of this section as it relates to public accommodations and may issue fines for a violation of this section as it relates to public accommodations pursuant to Chapter 1 § 1-10 of the City of Salem Code of Ordinances; provided, however, that nothing set forth herein is intended to alter or limit the authority of the Licensing Board or any other municipal employee, officer, board, commission, authority or agent pursuant to any federal, state or local statute, regulation or ordinance.”

**Section 11.** This Ordinance shall take effect as provided by City Charter

In City Council January 23, 2014

Referred to the Committee on Ordinances, Licenses and Legal Affairs co-posted with Committee of the Whole

In City Council February 13, 2014

Adopted for first passage

ATTEST: **ADVERTISED SALEM NEWS 2/19/2014**

CHERYL A. LAPOINTE  
CITY CLERK