

AN ORDINANCE TO AMEND THE CODE OF DEKALB COUNTY, GEORGIA, AS REVISED 1988, TO EXPAND CHARACTERISTICS PROTECTED BY LAW IN DEKALB COUNTY AND PROTECT THOSE CHARACTERISTICS SIMILARLY AND EQUALLY THROUGHOUT THE CODE OF DEKALB COUNTY

WHEREAS, DeKalb County is committed to providing an environment in which all individuals are treated with respect and dignity; and

WHEREAS, the Governing Authority of DeKalb County has adopted laws that prohibit discrimination on the basis of certain characteristics in the following DeKalb County code sections: “Predatory Lending,” “Vehicles for Hire,” “Definitions of Protected Classes” and “Equal Opportunity Employment”; and

WHEREAS, each code section that prohibits discriminatory conduct protects varying types of characteristics; a specific characteristic that is protected from discrimination in one section of the code may not be protected in another section of the code; and

WHEREAS, it is the policy of the Governing Authority of DeKalb County not to discriminate either directly or indirectly against persons, based on any characteristics, including, race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, domestic relationship status, parental status, gender identity, racial profiling nor marital status; and

WHEREAS, the Governing Authority of DeKalb County is committed to protecting all characteristics equally and consistently throughout the Code of DeKalb County; and

NOW, THEREFORE, be it ordained by the Governing Authority of DeKalb County, Georgia, and it is hereby ordained by the authority of the same, the Code of DeKalb County, Georgia, as revised 1988, be amended as follows:

PART I: ENACTMENT

By amending Chapter 2, Article III, Section 2-130.1 of the Code of DeKalb County, as Revised 1988, to amend the definition of the following term, as follows:

* * *

Sec. 2-130.1: Definitions: “Predatory Loan”

Predatory loan means a threshold or high-cost loan that exhibits one (1) or more of the following characteristics:

- (16) If any of the agencies in subparagraph (15) of this definition have found the lender to be directly or indirectly involved in discriminating against a protected class, including but not limited to, race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, domestic relationship status, parental status, gender identity, racial profiling nor marital status, in the making of home loans.

By amending Chapter 15, Article XI, Section 15-387(b)(2) of the Code of DeKalb County, as Revised 1988, to read as follows:

* * *

Sec. 15-387(b)(2): Suspension or Revocation of Permit

(b) Suspension for six (6) months. For reasons set forth below, a business license or a driver's permit issued under this article may be suspended for six (6) months:

(2) Refusing to accept a passenger solely on the basis of race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, domestic relationship status, parental status, gender identity, racial profiling nor marital status Operators shall not refuse to accept a passenger unless the passenger is obviously intoxicated or dangerous.

By amending Chapter 20, Article I, Section 20-1 of the Code of DeKalb County, as Revised 1988, to amend the definition of the following term, as follows:

* * *

Sec. 20-1: Definitions

Protected classes means minorities, females, handicapped, older workers, and other classes, that include race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familial status, political affiliation, political opinion, sexual orientation, domestic relationship status, parental status, gender identity, racial profiling and marital status, designated by federal or state law for special employment consideration.

By amending Chapter 20, Article I, Section 20-16 of the Code of DeKalb County, as Revised 1988, to read as follows:

* * *

Sec. 20-16(b): Equal Opportunity Employment

There shall be no discrimination against applicants or employees on the basis of race, color, religion, national origin, sex, pregnancy, age, disability, genetic information, familiar status, political affiliation, political opinion, sexual orientation, domestic relationship status, parental status, gender identity, racial profiling and marital status or other nonmerit factors with regard to appointment, promotion, demotion, dismissal, discipline, training or any other aspect of personnel administration. This shall not prevent the application of a particular requirement factor that is a bona fide occupational qualification.

PART II: EFFECTIVE DATE

This ordinance shall become effective upon adoption by the Board of Commissioners and approval by the Chief Executive Officer.

PART III: SEVERABILITY

Should any section or provision of this ordinance be declared by a court of competent jurisdiction to be invalid or unconstitutional, such decision shall not affect the validity of the ordinance as a whole, nor any part thereof, other than the part so declared to be invalid or unconstitutional. All ordinances or resolutions, or parts thereof, in conflict with this ordinance are repealed.

ADOPTED by the DeKalb County Board of Commissioners, this ___ day of _____, 2021.

STEPHEN BRADSHAW
Presiding Officer
Board of Commissioners
DeKalb County, Georgia

APPROVED by the Chief Executive Officer of DeKalb County, this ___ day of _____, 2021.

MICHAEL L. THURMOND
Chief Executive Officer
DeKalb County, Georgia

ATTEST:

BARBARA H. SANDERS-NORWOOD, CCC
Clerk to the Board of Commissioners and
Chief Executive Officer
DeKalb County, Georgia

APPROVED AS TO FORM:

VIVIANE H. ERNSTES
County Attorney
DeKalb County, Georgia