

**ORDINANCE NO 2020-08**

**A RESOLUTION OF THE CITY COUNCIL FOR THE CITY OF WESTLAKE, FLORIDA, TO BE ENTITLED “WESTLAKE CIVIL RIGHTS ORDINANCE;” PROVIDING FOR NON-DISCRIMINATION WITHIN THE CITY AND ALL OTHER ACTIVITIES PROMOTED OR SPONSORED BY THE CITY WESTLAKE; PROVIDING FOR CODIFICATION, PROVIDING FOR CONFLICTS, PROVIDING FOR SEVERALABILITY, AND PROVIDING AN EFFECTIVE DATE.**

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**WHEREAS**, Section 125.01 Florida Statutes, as amended, provides that the City Council may adopt ordinances and resolutions as may be necessary to the exercise of their powers; and

**WHEREAS**, Section 125.01 Florida Statutes, as amended, authorizes the City Council to provide and maintain for the citizens of the City, standards which will ensure their health, wealth, and well-being; and

**WHEREAS**, explicit federal statutory protections currently address discrimination on the basis of race, color, national origin, sex, disability, but not sexual orientation or gender identity; and

**WHEREAS**, education regarding Lesbian, Gay, Bisexual and Transgender (“LGBTQ”) issues increases understanding and cultivates acceptance of and respect for the LGBTQ community; and

**WHEREAS**, the City Council seeks to create a policy of non-discrimination called “Westlake Civil Rights Ordinance; ” and

**WHEREAS**, the City Council finds that creating a non-discrimination policy is in the best interest of the citizens and residents of City of Westlake.

**NOW, THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY FOR THE CITY OF WESTLAKE, FLORIDA**, as follows:

**Section 1: Purpose.**

The Westlake City Council desires to secure for its citizens freedom from discrimination because of race, color, religion, sex, national origin, age, disability, familial status, pregnancy, marital status, genetic information, sexual orientation or gender identity or expression, and thereby to protect their interest in personal dignity; to make available to the City their full productive capacities; to secure the City against domestic strife and unrest; to preserve the public safety, health and general welfare; and to promote the interests, rights and privileges of individuals within the City. The City Council also desires to adopt an ordinance which is consistent with federal, state and local laws and which affords its citizens a clear channel of access to remedies in the case of alleged discrimination, to wit, the Equal Employment Opportunity Commission, the Florida Commission on Human Relations and the Palm Beach County Office of Equal Opportunity.

**Section 2. Adoption of Westlake Civil Rights Act.**

The Florida Civil Rights Act of 1992, Chapter 760, Sections 760.01 through 760.11 and section 509.092; Florida’s Fair Housing Act, Chapter 760, Sections 760.20 through 760.37; the Palm Beach County Equal Employment Ordinance, Chapter 2, Article VI, Division 1, Sections 2-251 through 2-313 (as amended); and the Palm Beach County Ordinance for Equal Opportunity to Housing and Places of Public Accommodation, Chapter 15, Article III, Sections 15-36 through 15-67 (as amended) are collectively adopted by reference as the Westlake Civil Rights Ordinance, subject to and including by reference such amendments, corrections and additions as shall occur therein or as may appear in this Chapter.

**Section 3.** The above recitals are true and correct and are incorporated herein by this reference.

**Section 4.** The City Council for the City of Westlake hereby approves the “Westlake Civil Rights Ordinance.”

**Section 5.** This Ordinance shall take effect upon its adoption on second reading.

**PASSED AND APPROVED** on first reading by City Council for the City of Westlake, on this 11th day of May 2020.

**PASSED AND APPROVED** on second reading by City Council for the City of Westlake, on this 8th day of June 2020.

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City of Westlake  
Roger Manning, Mayor

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Zoie Burgess, City Clerk

Approved as to form and Sufficiency

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Pam E. Booker, City Attorney