

Ordinance No. 123527

Council Bill No. 117053

AN ORDINANCE related to the Enforcement of Civil Rights, amending Sections 14.04, 14.06, 14.08, and 14.10 of the Seattle Municipal Code to be consistent with Federal and State anti-discrimination law.

CF No. \_\_\_\_\_

Date Introduced: <u>Nov. 22, 2010</u>		
Date 1st Referred: <u>Nov 22, 2010</u>	To: <u>Energy, Technology, and Civil Rights</u>	
Date 1st Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage: <u>Jan. 24, 2011</u>	Full Council Vote: <u>8-0</u>	
Date Presented to Mayor: <u>Jan. 25, 2011</u>	Date Approved: <u>1.28.11</u>	
Date Returned to City Clerk: <u>1.28.11</u>	Date Published:	T.O. <input checked="" type="checkbox"/> F.T. <input type="checkbox"/>
Date Vetoed by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

# The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: Bruce A. Hurrell  
Councilmember

## Committee Action:

01/19/2011 Pass BH, MO

1/24/11 Full Council PASSED 8-0 (excused: Conlin)

This file is complete and ready for presentation to Full Council. Committee: \_\_\_\_\_ (initial/date)

*Law Department*

*John Schacht 10/4/10 v.3*

Law Dept. Review

OMP Review

City Clerk Review

Electronic Copy Loaded

Indexed



1 **Section 2.** Section 14.04.030 of the Seattle Municipal Code, which section was last amended by  
2 Ordinance 112908, is hereby amended as follows:

3 **14.04.030 Definitions.**

4  
5 When used in this chapter, unless the context otherwise requires:

6 A. "Charging party" means the person aggrieved by an alleged unfair employment practice or the  
7 person making a charge on another person's behalf, or the Director when the Director files a  
8 charge.

9  
10 B. "City department" means any agency, office, board or commission of the City, or any  
11 Department employee acting on its behalf, but shall not mean a public corporation chartered  
12 under Ordinance 103387<sup>1</sup>, or its successor ordinances, or any contractor, consultant,  
13 concessionaire or lessee.

14  
15 C. "Commission" means the Seattle Human Rights Commission.

16  
17 D. "Department" means the Office for Civil Rights of the City.

18  
19 E. "Director" means the Director of the Office for Civil Rights.

20  
21 F. "Disabled" means a person who has a disability.

22  
23 G. 1. "Disability" means the presence of a sensory, mental, or physical impairment that:

24 a. Is medically cognizable or diagnosable; or

25 b. Exists as a record or history; or  
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1           c. Is perceived to exist whether or not it exists in fact.

2           2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or  
3           unmitigated, or whether or not it limits the ability to work generally or work at a particular job or  
4           whether or not it limits any other activity within the scope of this chapter.

5  
6           3. For purposes of this definition, "impairment" includes, but is not limited to:

7           a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
8           affecting one or more of the following body systems: neurological, musculoskeletal,  
9           special sense organs, respiratory, including speech organs, cardiovascular, reproductive,  
10           digestive, genitor-urinary, hemic and lymphatic, skin, and endocrine; or

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13           b. Any mental, developmental, traumatic, or psychological disorder, including but not  
14           limited to cognitive limitation, organic brain syndrome, emotional or mental illness, and  
15           specific learning disabilities.

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18           4. Only for the purposes of qualifying for reasonable accommodation in employment, an  
19           impairment must be known or shown through an interactive process to exist in fact and:

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21           a. The impairment must have a substantially limiting effect upon the individual's ability to  
22           perform his or her job, the individual's ability to apply or be considered for a job, or the  
23           individual's access to equal benefits, privileges, or terms or conditions of employment; or  
24



1           b. The employee must have put the employer on notice of the existence of an impairment,  
2           and medical documentation must establish a reasonable likelihood that engaging in job  
3           functions without an accommodation would aggravate the impairment to the extent that it  
4           would create a substantially limiting effect.

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6           5. For purposes of (4) of this subsection, a limitation is not substantial if it has only a trivial  
7           effect.

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10          H. "Genetic Information" means any information regarding inherited characteristics that can be  
11          derived from a DNA-based or other laboratory test, family history, or medical examination.

12          "Genetic information" for purposes of this chapter, does not include: (1) Routine physical  
13          measurements, including chemical, blood, and urine analysis, unless conducted purposefully to  
14          diagnose genetic or inherited characteristics; and (2) results from tests for abuse of alcohol or  
15          drugs.

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18          ~~((F-))~~ I. "Discrimination," "discriminate," and/or "discriminatory act" means any act, by itself or  
19          as part of a practice, which is intended to or results in different treatment or differentiates  
20          between or among individuals or groups of individuals by reason of race, color, age, sex, marital  
21          status, sexual orientation, gender identity, genetic information, political ideology, creed, religion,  
22          ancestry, national origin, honorably discharged veteran or military status, or the presence of any  
23          ~~((sensory, mental or physical handicap))~~ disability.



1 ~~((G.))~~J. "Employee" means any person employed by, or applying for employment with, an  
2 employer, and shall include traditional employees, temporary workers, and part-time employees.

3 ~~((H.))~~K. "Employer" means any person who has one ~~((1))~~ or more employees, or the  
4 employer's designee or any person acting in the interest of such employer.  
5

6 ~~((I.))~~L. "Employment agency" means any person undertaking with or without compensation to  
7 procure opportunities to work or to procure, recruit, refer, or place individuals with an employer  
8 or in employment.  
9

10 ~~((J.))~~M. "Gender identity" means a person's identity, expression, or physical characteristics,  
11 whether or not traditionally associated with one's biological sex or one's sex at birth, including  
12 transsexual, transvestite, and transgendered, and including a person's attitudes, preferences,  
13 beliefs, and practices pertaining thereto.  
14

15 ~~((K.))~~N. "Labor organization" means any organization or employee group or association in  
16 which employees participate and which exists for the purpose of (1) collective bargaining for or  
17 on behalf of employees, (2) dealing with employers concerning grievances, labor disputes, terms  
18 or conditions of employment, or (3) other mutual aid or protection of such employees in relation  
19 to their employment.  
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22 ~~((L.))~~O. "Marital status" means the presence or absence of a marital relationship and includes the  
23 status of married, separated, divorced, engaged, widowed, single or cohabitating.  
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1 ~~(M.)~~P. "Party" includes the person charging or making a complaint or upon whose behalf a  
2 complaint is made alleging an unfair employment practice, the person alleged or found to have  
3 committed an unfair employment practice and the Office for Civil Rights.

4  
5 ~~(N.)~~Q. "Person" includes one ~~((+))~~ or more individuals, partnerships, associations,  
6 organizations, trade or professional associations, corporations, public corporations, cooperatives,  
7 legal representatives, trustees, trustees in bankruptcy and receivers, or any group of persons; it  
8 includes any owner, lessee, proprietor, manager, agent or employee, whether one ~~((+))~~ or more  
9 natural persons, and further includes any department, office, agency or instrumentality of the  
10 City.  
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12 ~~((O.))~~R. "Political ideology" means any idea or belief, or coordinated body of ideas or beliefs,  
13 relating to the purpose, conduct, organization, function or basis of government and related  
14 institutions and activities, whether or not characteristic of any political party or group. This term  
15 includes membership in a political party or group and includes conduct, reasonably related to  
16 political ideology, which does not interfere with job performance.  
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19 S. The term "reasonable accommodation" may include:

- 20 1. Making existing facilities used by employees readily accessible to and usable by  
21 individuals with disabilities; and  
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23 2. Job restructuring, part-time or modified work schedules, reassignment to a vacant  
24 position, acquisition or modification of equipment or devices, appropriate adjustment or  
25 modifications of examinations, training materials or policies, the provision of qualified  
26 readers or interpreters, and other similar accommodations for individuals with disabilities.  
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2 ~~((P-))~~T. "Respondent" means any person who is alleged or found to have committed an unfair  
3 employment practice prohibited by this chapter.  
4

5 U. The terms "because of sex," "on the basis of sex," or "by reason of sex" include, but are not  
6 limited to, because of or on the basis of or by reason of pregnancy, childbirth, or related medical  
7 conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be  
8 treated the same for all employment-related purposes, including receipt of benefits under fringe  
9 benefit programs, as other persons not so affected but similar in their ability or inability to work,  
10 and nothing in this chapter shall be interpreted to permit otherwise.  
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14 ~~((Q-))~~ V. "Sexual orientation" means actual or perceived male or female heterosexuality,  
15 bisexuality, or homosexuality and includes a person's attitudes, preferences, beliefs and practices  
16 pertaining thereto.  
17

18 ~~((R-))~~ W. "Honorably discharged veteran or military status" means:  
19

20 ~~((1))~~1. A veteran, as defined in RCW 41.04.007; or  
21

22 ~~((2))~~2. An active or reserve member in any branch of the armed forces of the United  
23 States, including the national guard, coast guard, and armed forces reserves.  
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25 X. "Service animal" means an animal that provides medically necessary support for the benefit  
26 of an individual with a disability.  
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1  
2 **Section 3.** Subsection C of Section 14.04.040 of the Seattle Municipal Code is amended as  
3 follows:

4  
5 **14.04.040 Unfair employment practices designated.**

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8 C. Employer, employment agency, or labor organization to print, circulate, or cause to be  
9 printed, published or circulated, any statement, advertisement, or publication relating to  
10 employment or membership, or to use any form of application therefore, which indicates any  
11 preference, limitation, specification, or discrimination based upon race, color, sex, marital status,  
12 sexual orientation, gender identity, genetic information, political ideology, age, creed, religion,  
13 ancestry, national origin, honorably discharged veteran or military status, or the presence of any  
14 sensory, mental or physical handicap; provided that, nothing in this chapter shall prevent an  
15 employer from ascertaining and recording data as to race, color, sex, marital status, sexual  
16 orientation, gender identity, political ideology, age, creed, religion, ancestry, national origin,  
17 honorably discharged veteran or military status or the presence of any sensory, mental or  
18 physical handicap whether before or after employment, for the purpose of making reports  
19 specifically required by agencies of federal, state or local government for the purpose of  
20 eliminating and preventing discrimination or overcoming its effects, or for other purposes  
21 authorized by law or the rules and regulations of Washington State Human Rights Commission,  
22 the Equal Employment Opportunities Commission or the Department;

23 \* \* \*



1 **Section 4.** Section 14.04.090 of the Seattle Municipal Code is amended as follows:

2 **14.04.090 Charge -- Time for filing**

3 A. Charges filed under this chapter must be filed within (~~(one hundred eighty (180))~~) 180 days  
4 after the occurrence of the alleged unfair employment practice with the Office for Civil Rights.

5 B. For purposes of this chapter, an unfair employment practice occurs, with respect to  
6 discrimination in compensation in violation of this chapter, when a discriminatory compensation  
7 decision or other practice is adopted, when an individual becomes subject to a discriminatory  
8 compensation decision or other practice, or when an individual is affected by application of a  
9 discriminatory compensation decision or other practice, including each time wages, benefits, or  
10 other compensation is paid, resulting in whole or in part from such a decision or other practice.

11 In addition to any relief authorized by this chapter, liability may accrue and an aggrieved person  
12 may obtain relief as provided in this chapter, including recovery of back pay for up to two years  
13 preceding the filing of the charge, where the unlawful employment practices that have occurred  
14 during the charge filing period are similar or related to unlawful employment practices with  
15 regard to discrimination in compensation that occurred outside the time for filing a charge.  
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19 **Section 5.** Section 14.06.020 of the Seattle Municipal Code is amended as follows:

20 **14.06.20 Definitions.**

21  
22 Definitions as used in this chapter, unless additional meaning clearly appears from the context,  
23 shall have the meanings subscribed:  
24

25 A. "Aggrieved person" includes any person who:  
26  
27



1 1. Claims to have been injured by an unfair practice prohibited by this chapter; or

2 2. Believes that he or she will be injured by an unfair practice prohibited by this chapter that is  
3 about to occur.  
4

5 B. "Charge" means a claim or set of claims alleging an unfair practice or practices prohibited  
6 under this chapter.  
7

8 C. "Charging party" means any person who files a charge alleging an unfair practice under this  
9 chapter, including the Director.  
10

11 D. "City" means The City of Seattle.  
12

13 E. "City department" means any agency, office, board or commission of the City, or any  
14 department employee acting on its behalf, but shall not mean a public corporation chartered  
15 under Ch. 3.110 SMC, or any contractor, consultant, or concessionaire or lessee.  
16

17 F. "Commission" means the Seattle Human Rights Commission.  
18

19 G. "Department" means the Seattle Office for Civil Rights.  
20

21 H. "Director" means the Director of the Seattle Office for Civil Rights or the Director's designee.  
22

23 ~~(I. "Disability" means the condition of being disabled.~~  
24

25 ~~J. "Disabled" means, with respect to a person:~~  
26  
27



1 ~~1. Having a physical or mental impairment which substantially limits one or more of such~~  
2 ~~person's major life activities, either temporarily or permanently; or~~

3  
4 ~~2. Having a record of having such impairment; or~~

5 ~~3. Being regarded as having such an impairment, but such term does not include current illegal~~  
6 ~~use of a controlled substance (as defined in section 102 of the Controlled Substances Act as of~~  
7 ~~the date of passage of this section (21 U.S.C. 802-))~~

8  
9  
10 I. "Disabled" means a person who has a disability.

11  
12 J. 1. "Disability" means the presence of a sensory, mental, or physical impairment that:

13 a. Is medically cognizable or diagnosable; or

14 b. Exists as a record or history; or

15 c. Is perceived to exist whether or not it exists in fact.

16  
17 2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or  
18 unmitigated, or whether or not it limits the ability to work generally or work at a particular job or  
19 whether or not it limits any other activity within the scope of this chapter.

20 3. For purposes of this definition, "impairment" includes, but is not limited to:

21  
22 a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
23 affecting one or more of the following body systems: neurological, musculoskeletal, special  
24 sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive,  
25 genitor-urinary, hemic and lymphatic, skin, and endocrine; or  
26  
27



1 b. Any mental, developmental, traumatic, or psychological disorder, including but not limited  
2 to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific  
3 learning disabilities.

4  
5 K. "Discriminate" means to do any act which constitutes discrimination.

6  
7 L. "Discrimination" means any conduct, whether by single act or as part of a practice, the effect  
8 of which is to adversely affect or differentiate between or among individuals or groups of  
9 individuals, because of race, color, creed, religion, ancestry, national origin, age, sex, marital  
10 status, parental status, sexual orientation, gender identity, political ideology, honorably  
11 discharged veteran or military status, participation in a Section 8 program, the presence of any  
12 disability or the use of a (~~trained dog guide or~~) service animal by a disabled person.

13  
14 M. "Full enjoyment of" means the right to purchase any service, commodity, or article of  
15 personal property offered or sold on, or by, any establishment to the public, and the admission of  
16 any person to accommodations, advantages, facilities, or privileges of any place of public resort,  
17 accommodation, assemblage, or amusement, free of discrimination as defined in this chapter.

18  
19 N. "Gender identity" means a person's identity, expression, or physical characteristics, whether  
20 or not traditionally associated with one's biological sex or one's sex at birth, including  
21 transsexual, transvestite, and transgendered, and including a person's attitudes, preferences,  
22 beliefs, and practices pertaining thereto.

23  
24  
25 O. "Hearing Examiner" means the Seattle Hearing Examiner.

1 P. "Marital status" means the presence or absence of a marital relationship and includes the  
2 status of married, separated, divorced, engaged, widowed, single or cohabiting.

3 Q. "Owner" means any person who owns, leases, subleases, rents, operates, manages, has charge  
4 of, controls or has the right of ownership, possession, management, charge, or control of real  
5 property on their own behalf or on behalf of another.  
6

7 R. "Parental status" means being a parent, step-parent, adoptive parent, guardian, foster parent or  
8 custodian of a minor child or children under the age of ((~~eighteen (18)~~)) 18 years, or the designee  
9 with written permission of a parent or other person having legal custody of a child or children  
10 under the age of ((~~eighteen (18)~~))18 years which child or children shall reside permanently or  
11 temporarily or shall seek full enjoyment of any place of public accommodation with such parent  
12 or other person. In addition, parental status shall refer to any person who is pregnant or who is in  
13 the process of acquiring legal custody of a minor child under the age of ((~~eighteen (18)~~)) 18  
14 years.  
15  
16

17 S. "Party" means the person charging or making a charge or complaint or upon whose behalf a  
18 complaint is made alleging an unfair practice, the person alleged or found to have committed an  
19 unfair practice, and the Seattle Office for Civil Rights.  
20

21 T. "Person" means one ((~~(1)~~)) or more individuals, partnerships, organizations, trade or  
22 professional associations, corporations, legal representatives, trustees, trustees in bankruptcy and  
23 receivers. It includes any owner, lessee, proprietor, manager, agent or employee whether one  
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1 ((+)) or more natural persons, and any political or civil subdivision or agency or instrumentality  
2 of the City.

3  
4 U. "Place of public accommodation" means any place, licensed or unlicensed, where the public  
5 gathers, congregates, or assembles for amusement, recreation or public purposes, or any place,  
6 store, or other establishment which supplies goods or services with or without charge to the  
7 general public. "Place of public accommodation" includes, but is not limited to, the following  
8 types of services or facilities: hotels, or other establishments which provide lodging to transient  
9 guests; restaurants, cafeterias, lunchrooms, lunch counters, soda fountains, public washrooms,  
10 public elevators, or other facilities principally engaged in selling or offering for sale food for  
11 consumption upon or off the premises; motion picture houses, theatres, concert halls, sport  
12 arenas, stadiums or other places of exhibition or entertainment; bowling alleys, pool halls,  
13 arcades and amusement parks; retail establishments; transportation carriers; barber shops and  
14 beauty shops; bars or taverns or other facilities engaged in selling or offering for sale alcoholic  
15 beverages for consumption upon the premises; and public burial facilities.  
16  
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18 V. "Political ideology" means any idea or belief, or coordinated body of ideas or beliefs, relating  
19 to the purpose, conduct, organization, function or basis of government and related institutions  
20 and activities, whether or not characteristic of any political party or group. This term includes  
21 membership in a political party or group and includes conduct, reasonably related to political  
22 ideology, which does not cause substantial and material disruption of the property rights of the  
23 provider of a place of public accommodation.  
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1 W. "Respondent" means any person who is alleged or found to have committed an unfair  
2 practice prohibited by this chapter.

3  
4 X. "Service animal" means an animal that provides medically necessary support for the benefit  
5 of an individual with a disability.

6 ((X.))Y. "Sexual orientation" means actual or perceived male or female heterosexuality,  
7 bisexuality, or homosexuality, and includes a person's attitudes, preferences, beliefs and practices  
8 pertaining thereto.  
9

10  
11 ((Y.))Z. "Honorably discharged veteran or military status" means:

12  
13 (((1)))1. A veteran, as defined in RCW 41.04.007; or

14  
15 (((2)))2. An active or reserve member in any branch of the armed forces of the United  
16 States, including the national guard, coast guard, and armed forces reserves.

17  
18 **Section 6.** Section 14.08.020 of the Seattle Municipal Code is amended as follows:

19 **14.08.020 Definitions.**

20 Definitions as used in this chapter, unless additional meaning clearly appears from the context,  
21 shall have the meanings subscribed:

22  
23 A. "Aggrieved person" includes any person who:

24  
25 1. Claims to have been injured by an unfair practice prohibited by this  
26  
27



1 chapter; or

2 2. Believes that he or she will be injured by an unfair practice prohibited by this chapter  
3 that is about to occur.  
4

5 B. "Blockbusting" means, for profit, to promote, induce, or attempt to promote or induce any  
6 person to, engage in a real estate transaction by representing that a person or persons of a  
7 particular race, color, creed, religion, ancestry, national origin, age, sex, marital status, parental  
8 status, sexual orientation, gender identity, political ideology, or who participates in a Section 8  
9 program, or who is disabled, or who is a disabled person who uses a ((~~trained dog guide~~)) service  
10 animal has moved or may move into the neighborhood.  
11

12  
13 C. "Charge" means a claim or set of claims alleging an unfair practice or practices prohibited  
14 under this chapter.  
15

16 D. "Charging party" means any person who files a charge alleging an unfair practice under this  
17 chapter, including the Director.  
18

19 E. "City" means The City of Seattle.  
20

21 F. "City department" means any agency, office, board or commission of the City, or any  
22 department employee acting on its behalf, but shall not mean a public corporation chartered  
23 under Ch. 3.110 SMC, or any contractor, consultant, or concessionaire or lessee.  
24

25 G. "Commission" means the Seattle Human Rights Commission.  
26  
27



1 H. "Department" means the Seattle Office for Civil Rights.

2 I. "Director" means the Director of the Seattle Office for Civil Rights or the Director's designee.

3  
4 ~~((J. "Disability" means the condition of being disabled.~~

5  
6 K. "Disabled" means, with respect to a person:

7  
8 1. ~~Having a physical or mental impairment which substantially limits one (1)~~

9 ~~or more of such person's major life activities, either temporarily or~~

10  
11 ~~permanently, or~~

12  
13 2. ~~Having a record of having such an impairment, or~~

14  
15 3. ~~Being regarded as having such an impairment, but such term does not~~

16  
17 ~~include current illegal use of a controlled substance (as defined in section~~

18  
19 ~~102 of the Controlled Substances Act as of the date of passage of this~~

20  
21 ~~section (21 U.S.C. 802).))~~

22 J. "Disabled" means a person who has a disability.

23  
24 K. 1. "Disability" means the presence of a sensory, mental, or physical impairment that:

25  
26 a. Is medically cognizable or diagnosable; or



1 b. Exists as a record or history; or

2 c. Is perceived to exist whether or not it exists in fact.

3  
4 2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or  
5 unmitigated, or whether or not it limits the ability to work generally or work at a particular job or  
6 whether or not it limits any other activity within the scope of this chapter.

7  
8  
9 3. For purposes of this definition, "impairment" includes, but is not limited to:

10 a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
11 affecting one or more of the following body systems: neurological, musculoskeletal, special  
12 sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive,  
13 genitor-urinary, hemic and lymphatic, skin, and endocrine; or

14 b. Any mental, developmental, traumatic, or psychological disorder, including but not limited  
15 to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific  
16 learning disabilities.

17  
18  
19 L. "Discriminate" means to do any act which constitutes discrimination.

20  
21 M. "Discrimination" means any conduct, whether by single act or as part of a practice, the effect  
22 of which is to adversely affect or differentiate between or among individuals or groups of  
23 individuals, because of race, color, creed, religion, ancestry, national origin, age, sex, marital  
24 status, parental status, sexual orientation, gender identity, political ideology, honorably



1 discharged veteran or military status, participation in a Section 8 program, the presence of any  
2 disability or the use of a ((~~trained dog guide~~)) service animal by a disabled person.

3 N. "Dual-filed" means any charge alleging an unfair practice that is filed with both the  
4 Department of Housing and Urban Development and the Seattle Office for Civil Rights without  
5 regard to which of the two agencies initially processed the charge.  
6

7  
8 O. "Dwelling" means any building, structure, or portion thereof which is occupied as, or is  
9 designed or intended for occupancy as, a residence by one or more individuals or families, and  
10 any vacant land which is offered for sale or lease for the construction or location thereon of any  
11 such building, structure, or portion thereof.  
12

13 P. "Gender identity" means a person's identity, expression, or physical characteristics, whether or  
14 not traditionally associated with one's biological sex or one's sex at birth, including transsexual,  
15 transvestite, and transgendered, and including a person's attitudes, preferences, beliefs, and  
16 practices pertaining thereto.  
17

18 Q. "Hearing Examiner" means the Seattle Hearing Examiner.  
19

20 R. "Lender" means any bank, insurance company, savings or building and loan association,  
21 credit union, trust company, mortgage company, or other person or agent thereof, engaged  
22 wholly or partly in the business of lending money for the financing or acquisition, construction,  
23 repair or maintenance of real property.  
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1 S. "Marital status" means the presence or absence of a marital relationship and includes the status  
2 of married, separated, divorced, engaged, widowed, single or cohabiting.

3  
4 T. "Occupant" means any person who has established residence or has the right to occupy real  
5 property.

6  
7 U. "Owner" means any person who owns, leases, subleases, rents, operates, manages, has charge  
8 of, controls or has the right of ownership, possession, management, charge, or control of real  
9 property on their own behalf or on behalf of another.

10  
11 V. "Parental status" means being a parent, step-parent, adoptive parent, guardian, foster parent or  
12 custodian of a minor child or children under the age of ~~((eighteen (18)))~~ 18 years, or the designee  
13 with written permission of a parent or other person having legal custody of a child or children  
14 under the age of ~~((eighteen (18)))~~ 18 years, which child or children shall reside permanently or  
15 temporarily with such parent or other person. In addition, parental status shall refer to any person  
16 who is pregnant or who is in the process of acquiring legal custody of a minor child under the  
17 age of ~~((eighteen (18)))~~ 18 years.

18  
19  
20 W. "Party" means the person charging or making a charge or complaint or upon whose behalf a  
21 complaint is made alleging an unfair practice, the person alleged or found to have committed an  
22 unfair practice, and the Seattle Office for Civil Rights.

23  
24 X. "Person" means one ~~((1))~~ or more individuals, partnerships, organizations, trade or  
25 professional associations, corporations, legal representatives, trustees, trustees in bankruptcy and  
26 receivers. It includes any owner, lessee, proprietor, manager, agent or employee, whether one  
27



1 ((+)) or more natural persons, and any political or civil subdivision or agency or instrumentality  
2 of the City.

3 Y. "Political ideology" means any idea or belief, or coordinated body of ideas or beliefs, relating  
4 to the purpose, conduct, organization, function or basis of government and related institutions  
5 and activities, whether or not characteristic of any political party or group. This term includes  
6 membership in a political party or group and includes conduct, reasonably related to political  
7 ideology, which does not interfere with the property rights of the landowner as it applies to  
8 housing.  
9

10  
11 Z. "Prospective borrower" means any person who seeks to borrow money to finance the  
12 acquisition, construction, repair, or maintenance of real property.  
13

14 AA. "Prospective occupant" means any person who seeks to purchase, lease, sublease or rent real  
15 property.  
16

17 BB. "Real estate agent, salesperson or employee" means any person employed by, associated  
18 with or acting for a real estate broker to perform or assist in the performance of any or all of the  
19 functions of a real estate broker.  
20

21 CC. "Real estate broker" means any person who for a fee, commission, or other valuable  
22 consideration, lists for sale, sells, purchases, exchanges, leases or subleases, rents, or negotiates  
23 or offers or attempts to negotiate the sale, purchase, exchange, lease, sublease or rental of real  
24 property of another, or holds themselves out as engaged in the business of selling, purchasing,  
25  
26  
27



1 exchanging, listing, leasing, subleasing, or renting real property of another, or collects the rental  
2 for use of real property of another.

3 DD. "Real estate transaction" means the sale, purchase, conveyance, exchange, rental, lease,  
4 sublease, assignment, transfer or other disposition of real property.  
5

6 EE. "Real estate-related transaction" means any of the following:  
7

8 1. The making or purchasing of loans or providing other financial assistance:  
9

10 a. For purchasing, constructing, improving, repairing, or maintaining real  
11 property, or  
12

13 b. Secured by real property; or  
14

15 2. The selling, brokering, or appraising of real property; or  
16

17 3. The insuring of real property, mortgages, or the issuance of insurance  
18

19 related to any real estate transaction.  
20

21 FF. "Real property" means dwellings, buildings, structures, real estate, lands, tenements,  
22 leaseholds, interests in real estate cooperatives, condominiums, and any interest therein.  
23

24 GG. "Respondent" means any person who is alleged to have committed an unfair practice  
25 prohibited by this chapter.  
26  
27



1 HH. "Section 8 program" means a federal, state or local government program in which a tenant's  
2 rent is paid partially by the government program (through a direct contract between the  
3 government program and the owner or lessor of the real property), and partially by the tenant.  
4

5 II. "Service animal" means an animal that provides medically necessary support for the benefit  
6 of an individual with a disability.  
7

8 ~~((H))~~ JJ. "Sexual orientation" means actual or perceived male or female heterosexuality,  
9 bisexuality, or homosexuality, and includes a person's attitudes, preferences, beliefs and practices  
10 pertaining thereto.  
11

12 ~~((J))~~ KK. "Steering" means to show or otherwise take an action which results, directly or  
13 indirectly, in steering a person or persons to any section of the City or to a particular real  
14 property in a manner tending to segregate or maintain segregation on the basis of race, color,  
15 creed, religion, ancestry, national origin, age, sex, marital status, parental status, sexual  
16 orientation, gender identity, political ideology, participation in a Section 8 program, the presence  
17 of any disability or the use of a (()) service animal by a disabled person.  
18  
19

20 ~~((K))~~ LL. "Honorably discharged veteran or military status" means:  
21

22 ~~((1))~~ 1. A veteran, as defined in RCW 41.04.007; or  
23

24 ~~((2))~~ 2. An active or reserve member in any branch of the armed forces of the United  
25 States, including the national guard, coast guard, and armed forces reserves.  
26  
27



1 **Section 7.** Subsection B of Section 14.08.070 of the Seattle Municipal Code is amended as  
2 follows:

3 **14.08.070 Unfair inquiries or advertisements.**

4 \* \* \*

5 B. Publish, print, circulate, issue or display or cause to be published, printed, circulated, issued  
6 or displayed, any communication, notice, advertisement, statement, or sign of any kind relating  
7 to a real estate transaction or listing of real property which indicates directly or indicates an  
8 intention to make any preference, limitation or specification based on race, color, creed, religion,  
9 ancestry, national origin, age, sex, marital status, parental status, sexual orientation, gender  
10 identity, political ideology, honorably discharged veteran or military status, the participation in a  
11 Section 8 program, the presence of a disability, or the use of a (~~trained dog guide~~) service  
12 animal by a disabled person.

13 \* \* \*

14  
15 **Section 8.** Section 14.08.110 of the Seattle Municipal Code is amended as follows:

16 **14.08.110 Time for filing charges.**

17  
18 Charges filed under this chapter must be filed with the Department within (~~one hundred eighty~~  
19 ~~(180) days~~) one year after the alleged unfair practice has occurred or terminated.

20  
21 **Section 9.** Subsection B of Section 14.08.110 of the Seattle Municipal Code is amended as  
22 follows:

23 **14.08.120 Charge -- Amendments.**

24 \* \* \*

1 B. The charging party may amend a charge to include allegations of retaliation which arose after  
2 the filing of the original charge. Such amendment must be filed within ~~((one hundred eighty~~  
3 ~~(180) days))~~ one year after the occurrence of the retaliation, and prior to the Department's  
4 issuance of findings of fact and determination with respect to the original charge. Such  
5 amendments may be made at any time during the investigation of the original charge so long as  
6 the Department will have adequate time to investigate the additional allegations and the parties  
7 will have adequate time to present the Department with evidence concerning the additional  
8 allegations before the issuance of findings of fact and a determination.  
9

10 \* \* \*

11  
12 **Section 10.** Subsection D of Section 9.25.023 of the Seattle Municipal Code is amended as  
13 follows:

14 **9.25.023 Definitions -- P -- T.**

15 \* \* \*

16 D. ~~((“Service dog” means a dog that is trained for the purposes of assisting or accommodating a~~  
17 ~~disabled person's sensory, mental, or physical disability.))~~ “Service animal” means an animal that  
18 provides medically necessary support for the benefit of an individual with a disability.  
19

20 \* \* \*

21  
22 **Section 11.** Section 14.10.010 of the Seattle Municipal Code is amended as follows:

23 **14.10.010 Statement of purpose.**

24 The ordinance codified in this chapter is an exercise of the police power for the protection of the  
25 public welfare, health, peace and safety of the residents of The City of Seattle and in fulfillment  
26  
27



1 of the provisions of the Constitution of this state. The City Council hereby finds and declares that  
2 practices of discrimination in public or private contracting against any person on the basis of  
3 race, color, sex, marital status, sexual orientation, gender identity, political ideology, age, creed,  
4 religion, ancestry, national origin, honorably discharged veteran or military status or the presence  
5 of any ((sensory, mental or physical)) disability constitute matters of local concern and are  
6 contrary to the public welfare, health, peace and safety of the residents of Seattle. The provisions  
7 of this chapter shall apply to the City when acting as a contractor and to other contractors,  
8 subcontractors, suppliers, material suppliers, bonding agencies, contract agencies and other  
9 business entities doing business in the City, and shall be liberally construed for accomplishment  
10 of its policies and purposes. Nothing in this chapter shall be deemed to deny any persons the  
11 right to institute any action or to pursue any civil or criminal remedy for the violation of such  
12 person's civil rights. Nothing contained in this chapter is intended to be nor shall be construed to  
13 create or form the basis for any liability on the part of the City, or its officers or agents, for any  
14 injury or damage resulting from or by reason of any act or omission in connection with the  
15 implementation or enforcement of this chapter on the part of the City by its officers, employees  
16 or agents. Nothing in this chapter shall be presumed to toll the statute of limitations for any  
17 claims under federal or state statute. Nothing in this chapter shall be construed to prohibit or  
18 apply to actions taken in good faith against any person by a contractor based solely upon their  
19 performance, qualifications, or ability to perform in accordance with the terms of a contract or  
20 for other nondiscriminatory reasons.  
21  
22  
23

24  
25 **Section 12. Section 14.10.020 of the Seattle Municipal Code is amended as follows:**

26 **14.10.020 Definitions.**  
27



When used in this chapter, unless the context otherwise requires:

\* \* \*

"Discrimination," "discriminate," and/or "discriminatory act" means any act (other than an action taken in accordance with a lawful affirmative action program) or failure to act whether by itself or as part of a practice, the effect of which is to adversely affect or differentiate between or among individuals or groups of individuals by reason of race, color, age, sex, marital status, sexual orientation, gender identity, political ideology, creed, religion, ancestry, national origin, honorably discharged veteran or military status or the presence of ~~((any sensory, mental or physical handicap))~~ disability, unless based upon a bona fide occupational qualification.

\* \* \*

1. "Disability" means the presence of a sensory, mental, or physical impairment that:

- a. Is medically cognizable or diagnosable; or
- b. Exists as a record or history; or
- c. Is perceived to exist whether or not it exists in fact.

2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or not it limits the ability to work generally or work at a particular job or whether or not it limits any other activity within the scope of this chapter.

3. For purposes of this definition, "impairment" includes, but is not limited to:



1 a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
2 affecting one or more of the following body systems: neurological, musculoskeletal, special  
3 sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive,  
4 genitor-urinary, hemic and lymphatic, skin, and endocrine; or

5  
6 b. Any mental, developmental, traumatic, or psychological disorder, including but not limited  
7 to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific  
8 learning disabilities.

9 \*\*\*



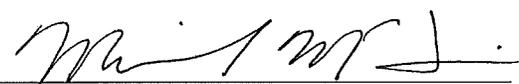
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**Section 13.** This ordinance shall take effect and be in force 30 days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the 24<sup>th</sup> day of January, 2011, and signed by me in open session in authentication of its passage this 24<sup>th</sup> day of January, 2011.

  
\_\_\_\_\_  
President Pro Tem of the City Council

Approved by me this 28<sup>th</sup> day of January, 2011.

  
\_\_\_\_\_  
Michael McGinn, Mayor

Filed by me this 28<sup>th</sup> day of January, 2011.

  
\_\_\_\_\_  
City Clerk

(Seal)

**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>CBO Analyst/Phone:</b>
Seattle Office of Civil Rights	Nolan Lim/206-684-0207	Janet Credo /206-684-8687

**Legislation Title:**

**AN ORDINANCE related to the Enforcement of Civil Rights, amending Sections 14.04, 14.06, 14.08, and 14.10 of the Seattle Municipal Code to be consistent with Federal and State anti-discrimination law**

**Summary of the Legislation:**

This proposed ordinance will update the Seattle Municipal Code to reflect current Federal and State anti-discrimination laws. SOCR is updating the law because the current municipal code has language that places more restrictions on civil rights protections than combined Federal and State law.

**Background:**

This proposed ordinance will update the Seattle Municipal Code in the following areas:

- Updated definition of “disability;”
- Updated definition of “impairment;”
- Updated definition of “genetic information;”
- Updated definition of “reasonable accommodation;”
- Updated information related to discrimination in compensation and filing times;
- Updated definition of “service animal.”

Please check one of the following:

**This legislation does not have any financial implications.**  
(Stop here and delete the remainder of this document prior to saving and printing.)

**This legislation has financial implications.** (Please complete all relevant sections that follow.)





1 **Section 2.** Section 14.04.030 of the Seattle Municipal Code, which section was last amended by  
2 Ordinance 112908, is hereby amended as follows:

3  
4 **14.04.030 Definitions.**

5 When used in this chapter, unless the context otherwise requires:

6 A. "Charging party" means the person aggrieved by an alleged unfair employment practice or the  
7 person making a charge on another person's behalf, or the Director when the Director files a  
8 charge.

9  
10 B. "City department" means any agency, office, board or commission of the City, or any  
11 Department employee acting on its behalf, but shall not mean a public corporation chartered  
12 under Ordinance 103387<sup>1</sup>, or its successor ordinances, or any contractor, consultant,  
13 concessionaire or lessee.

14  
15 C. "Commission" means the Seattle Human Rights Commission.

16  
17 D. "Department" means the Office for Civil Rights of the City.

18  
19 E. "Director" means the Director of the Office for Civil Rights.

20  
21 F. "Disabled" means a person who has a disability.

22  
23 G. 1. "Disability" means the presence of a sensory, mental, or physical impairment that:

24 a. Is medically cognizable or diagnosable; or

25 b. Exists as a record or history; or  
26  
27



1           c. Is perceived to exist whether or not it exists in fact.

2           2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or  
3           unmitigated, or whether or not it limits the ability to work generally or work at a particular job or  
4           whether or not it limits any other activity within the scope of this chapter.

5  
6           3. For purposes of this definition, "impairment" includes, but is not limited to:

7           a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
8           affecting one or more of the following body systems: neurological, musculoskeletal,  
9           special sense organs, respiratory, including speech organs, cardiovascular, reproductive,  
10           digestive, genitor-urinary, hemic and lymphatic, skin, and endocrine; or

11  
12  
13           b. Any mental, developmental, traumatic, or psychological disorder, including but not  
14           limited to cognitive limitation, organic brain syndrome, emotional or mental illness, and  
15           specific learning disabilities.

16  
17  
18           4. Only for the purposes of qualifying for reasonable accommodation in employment, an  
19           impairment must be known or shown through an interactive process to exist in fact and:

20  
21           a. The impairment must have a substantially limiting effect upon the individual's ability to  
22           perform his or her job, the individual's ability to apply or be considered for a job, or the  
23           individual's access to equal benefits, privileges, or terms or conditions of employment; or  
24

1           b. The employee must have put the employer on notice of the existence of an impairment,  
2           and medical documentation must establish a reasonable likelihood that engaging in job  
3           functions without an accommodation would aggravate the impairment to the extent that it  
4           would create a substantially limiting effect.

5  
6           5. For purposes of (4) of this subsection, a limitation is not substantial if it has only a trivial  
7           effect.

8  
9  
10          H. "Genetic Information" means any information regarding inherited characteristics that can be  
11          derived from a DNA-based or other laboratory test, family history, or medical examination.

12          "Genetic information" for purposes of this chapter, does not include: (1) Routine physical  
13          measurements, including chemical, blood, and urine analysis, unless conducted purposefully to  
14          diagnose genetic or inherited characteristics; and (2) results from tests for abuse of alcohol or  
15          drugs.

16  
17  
18          ((F-))I. "Discrimination," "discriminate," and/or "discriminatory act" means any act, by itself or  
19          as part of a practice, which is intended to or results in different treatment or differentiates  
20          between or among individuals or groups of individuals by reason of race, color, age, sex, marital  
21          status, sexual orientation, gender identity, genetic information, political ideology, creed, religion,  
22          ancestry, national origin, honorably discharged veteran or military status, or the presence of any  
23          ((sensory, mental or physical handicap)) disability.

1 ~~((G.))~~J. "Employee" means any person employed by, or applying for employment with, an  
2 employer, and shall include traditional employees, temporary workers, and part-time employees.

3  
4 ~~((H.))~~K. "Employer" means any person who has one ~~((1))~~ or more employees, or the  
5 employer's designee or any person acting in the interest of such employer.

6  
7 ~~((I.))~~L. "Employment agency" means any person undertaking with or without compensation to  
8 procure opportunities to work or to procure, recruit, refer, or place individuals with an employer  
9 or in employment.

10  
11 ~~((J.))~~M. "Gender identity" means a person's identity, expression, or physical characteristics,  
12 whether or not traditionally associated with one's biological sex or one's sex at birth, including  
13 transsexual, transvestite, and transgendered, and including a person's attitudes, preferences,  
14 beliefs, and practices pertaining thereto.

15  
16 ~~((K.))~~N. "Labor organization" means any organization or employee group or association in  
17 which employees participate and which exists for the purpose of (1) collective bargaining for or  
18 on behalf of employees, (2) dealing with employers concerning grievances, labor disputes, terms  
19 or conditions of employment, or (3) other mutual aid or protection of such employees in relation  
20 to their employment.  
21

22  
23 ~~((L.))~~O. "Marital status" means the presence or absence of a marital relationship and includes the  
24 status of married, separated, divorced, engaged, widowed, single or cohabitating.  
25  
26  
27

1 ((M.))P. "Party" includes the person charging or making a complaint or upon whose behalf a  
2 complaint is made alleging an unfair employment practice, the person alleged or found to have  
3 committed an unfair employment practice and the Office for Civil Rights.

4  
5 ((N.))Q. "Person" includes one ((+)) or more individuals, partnerships, associations,  
6 organizations, trade or professional associations, corporations, public corporations, cooperatives,  
7 legal representatives, trustees, trustees in bankruptcy and receivers, or any group of persons; it  
8 includes any owner, lessee, proprietor, manager, agent or employee, whether one ((+)) or more  
9 natural persons, and further includes any department, office, agency or instrumentality of the  
10 City.  
11

12 ((O.))R. "Political ideology" means any idea or belief, or coordinated body of ideas or beliefs,  
13 relating to the purpose, conduct, organization, function or basis of government and related  
14 institutions and activities, whether or not characteristic of any political party or group. This term  
15 includes membership in a political party or group and includes conduct, reasonably related to  
16 political ideology, which does not interfere with job performance.  
17  
18

19 S. The term "reasonable accommodation" may include:

- 20 1. Making existing facilities used by employees readily accessible to and usable by  
21 individuals with disabilities; and  
22  
23 2. Job restructuring, part-time or modified work schedules, reassignment to a vacant  
24 position, acquisition or modification of equipment or devices, appropriate adjustment or  
25 modifications of examinations, training materials or policies, the provision of qualified  
26 readers or interpreters, and other similar accommodations for individuals with disabilities.  
27

1  
2 ~~((P.))~~ T. "Respondent" means any person who is alleged or found to have committed an unfair  
3 employment practice prohibited by this chapter.  
4

5 U. The terms "because of sex," "on the basis of sex," or "by reason of sex" include, but are not  
6 limited to, because of or on the basis of or by reason of pregnancy, childbirth, or related medical  
7 conditions; and women affected by pregnancy, childbirth, or related medical conditions shall be  
8 treated the same for all employment-related purposes, including receipt of benefits under fringe  
9 benefit programs, as other persons not so affected but similar in their ability or inability to work,  
10 and nothing in this chapter shall be interpreted to permit otherwise.  
11

12  
13  
14 ~~((Q.))~~ V. "Sexual orientation" means actual or perceived male or female heterosexuality,  
15 bisexuality, or homosexuality and includes a person's attitudes, preferences, beliefs and practices  
16 pertaining thereto.  
17

18 ~~((R.))~~ W. "Honorably discharged veteran or military status" means:  
19

20 ~~((1))~~ 1. A veteran, as defined in RCW 41.04.007; or  
21

22 ~~((2))~~ 2. An active or reserve member in any branch of the armed forces of the United  
23 States, including the national guard, coast guard, and armed forces reserves.  
24  
25  
26  
27

1 X. "Service animal" means an animal that provides medically necessary support for the benefit  
2 of an individual with a disability including but not limited to an animal that provides therapeutic  
3 support.

4  
5  
6 **Section 3.** Subsection C of Section 14.04.040 of the Seattle Municipal Code is amended as  
7 follows:

8  
9 **14.04.040 Unfair employment practices designated.**

10  
11 \* \* \*

12 C. Employer, employment agency, or labor organization to print, circulate, or cause to be  
13 printed, published or circulated, any statement, advertisement, or publication relating to  
14 employment or membership, or to use any form of application therefor, which indicates any  
15 preference, limitation, specification, or discrimination based upon race, color, sex, marital status,  
16 sexual orientation, gender identity, genetic information, political ideology, age, creed, religion,  
17 ancestry, national origin, honorably discharged veteran or military status, or the presence of any  
18 sensory, mental or physical handicap; provided that, nothing in this chapter shall prevent an  
19 employer from ascertaining and recording data as to race, color, sex, marital status, sexual  
20 orientation, gender identity, political ideology, age, creed, religion, ancestry, national origin,  
21 honorably discharged veteran or military status or the presence of any sensory, mental or  
22 physical handicap whether before or after employment, for the purpose of making reports  
23 specifically required by agencies of federal, state or local government for the purpose of  
24 eliminating and preventing discrimination or overcoming its effects, or for other purposes  
25  
26  
27

THIS VERSION IS NOT ADOR-123



1 authorized by law or the rules and regulations of Washington State Human Rights Commission,  
2 the Equal Employment Opportunities Commission or the Department;

3 \* \* \*

4  
5 **Section 4.** Section 14.04.090 of the Seattle Municipal Code is amended as follows:

6 **14.04.090 Charge -- Time for filing**

7 A. Charges filed under this chapter must be filed within ~~((one hundred eighty (180)))~~ 180 days  
8 after the occurrence of the alleged unfair employment practice with the Office for Civil Rights.

9 B. For purposes of this chapter, an unfair employment practice occurs, with respect to  
10 discrimination in compensation in violation of this chapter, when a discriminatory compensation  
11 decision or other practice is adopted, when an individual becomes subject to a discriminatory  
12 compensation decision or other practice, or when an individual is affected by application of a  
13 discriminatory compensation decision or other practice, including each time wages, benefits, or  
14 other compensation is paid, resulting in whole or in part from such a decision or other practice.

15 In addition to any relief authorized by this chapter, liability may accrue and an aggrieved person  
16 may obtain relief as provided in this chapter, including recovery of back pay for up to two years  
17 preceding the filing of the charge, where the unlawful employment practices that have occurred  
18 during the charge filing period are similar or related to unlawful employment practices with  
19 regard to discrimination in compensation that occurred outside the time for filing a charge.  
20

21  
22  
23  
24 **Section 5.** Section 14.06.020 of the Seattle Municipal Code is amended as follows:

25 **14.06.20 Definitions.**

1 Definitions as used in this chapter, unless additional meaning clearly appears from the context,  
2 shall have the meanings subscribed:

3 A. "Aggrieved person" includes any person who:  
4

5 1. Claims to have been injured by an unfair practice prohibited by this chapter; or  
6

7 2. Believes that he or she will be injured by an unfair practice prohibited by this chapter that is  
8 about to occur.  
9

10 B. "Charge" means a claim or set of claims alleging an unfair practice or practices prohibited  
11 under this chapter.  
12

13 C. "Charging party" means any person who files a charge alleging an unfair practice under this  
14 chapter, including the Director.  
15

16 D. "City" means The City of Seattle.  
17

18 E. "City department" means any agency, office, board or commission of the City, or any  
19 department employee acting on its behalf, but shall not mean a public corporation chartered  
20 under Ch. 3.110 SMC, or any contractor, consultant, or concessionaire or lessee.  
21

22 F. "Commission" means the Seattle Human Rights Commission.  
23

24 G. "Department" means the Seattle Office for Civil Rights.  
25

26 H. "Director" means the Director of the Seattle Office for Civil Rights or the Director's designee.  
27

1  
2 ~~((I. "Disability" means the condition of being disabled.~~

3  
4 ~~J. "Disabled" means, with respect to a person:~~

5       ~~1. Having a physical or mental impairment which substantially limits one or more of such~~  
6       ~~person's major life activities, either temporarily or permanently; or~~

7  
8       ~~2. Having a record of having such impairment; or~~

9  
10       ~~3. Being regarded as having such an impairment, but such term does not include current illegal~~  
11       ~~use of a controlled substance (as defined in section 102 of the Controlled Substances Act as of~~  
12       ~~the date of passage of this section (21 U.S.C. 802).))~~

13  
14 ~~I. "Disabled" means a person who has a disability.~~

15  
16  
17 ~~J. 1. "Disability" means the presence of a sensory, mental, or physical impairment that:~~

18       ~~a. Is medically cognizable or diagnosable; or~~

19       ~~b. Exists as a record or history; or~~

20       ~~c. Is perceived to exist whether or not it exists in fact.~~

21       ~~2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or~~  
22       ~~unmitigated, or whether or not it limits the ability to work generally or work at a particular job or~~  
23       ~~whether or not it limits any other activity within the scope of this chapter.~~

24  
25       ~~3. For purposes of this definition, "impairment" includes, but is not limited to:~~

THIS VERSION IS NOT APPROVED



1 a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
2 affecting one or more of the following body systems: neurological, musculoskeletal, special  
3 sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive,  
4 genitor-urinary, hemic and lymphatic, skin, and endocrine; or

5 b. Any mental, developmental, traumatic, or psychological disorder, including but not limited  
6 to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific  
7 learning disabilities.  
8

9  
10 K. "Discriminate" means to do any act which constitutes discrimination.

11 L. "Discrimination" means any conduct, whether by single act or as part of a practice, the effect  
12 of which is to adversely affect or differentiate between or among individuals or groups of  
13 individuals, because of race, color, creed, religion, ancestry, national origin, age, sex, marital  
14 status, parental status, sexual orientation, gender identity, political ideology, honorably  
15 discharged veteran or military status, participation in a Section 8 program, the presence of any  
16 disability or the use of a ((trained dog guide or)) service animal by a disabled person.  
17

18  
19 M. "Full enjoyment of" means the right to purchase any service, commodity, or article of  
20 personal property offered or sold on, or by, any establishment to the public, and the admission of  
21 any person to accommodations, advantages, facilities, or privileges of any place of public resort,  
22 accommodation, assemblage, or amusement, free of discrimination as defined in this chapter.  
23

24 N. "Gender identity" means a person's identity, expression, or physical characteristics, whether  
25 or not traditionally associated with one's biological sex or one's sex at birth, including  
26  
27

1 transsexual, transvestite, and transgendered, and including a person's attitudes, preferences,  
2 beliefs, and practices pertaining thereto.

3  
4 O. "Hearing Examiner" means the Seattle Hearing Examiner.

5 P. "Marital status" means the presence or absence of a marital relationship and includes the  
6 status of married, separated, divorced, engaged, widowed, single or cohabiting.

7  
8 Q. "Owner" means any person who owns, leases, subleases, rents, operates, manages, has charge  
9 of, controls or has the right of ownership, possession, management, charge, or control of real  
10 property on their own behalf or on behalf of another.

11  
12 R. "Parental status" means being a parent, step-parent, adoptive parent, guardian, foster parent or  
13 custodian of a minor child or children under the age of ~~((eighteen (18)))~~ 18 years, or the designee  
14 with written permission of a parent or other person having legal custody of a child or children  
15 under the age of ~~((eighteen (18)))~~ 18 years which child or children shall reside permanently or  
16 temporarily or shall seek full enjoyment of any place of public accommodation with such parent  
17 or other person. In addition, parental status shall refer to any person who is pregnant or who is in  
18 the process of acquiring legal custody of a minor child under the age of ~~((eighteen (18)))~~ 18  
19 years.  
20  
21

22  
23 S. "Party" means the person charging or making a charge or complaint or upon whose behalf a  
24 complaint is made alleging an unfair practice, the person alleged or found to have committed an  
25 unfair practice, and the Seattle Office for Civil Rights.  
26  
27

1 T. "Person" means one ((H)) or more individuals, partnerships, organizations, trade or  
2 professional associations, corporations, legal representatives, trustees, trustees in bankruptcy and  
3 receivers. It includes any owner, lessee, proprietor, manager, agent or employee whether one  
4 ((H)) or more natural persons, and any political or civil subdivision or agency or instrumentality  
5 of the City.  
6

7 U. "Place of public accommodation" means any place, licensed or unlicensed, where the public  
8 gathers, congregates, or assembles for amusement, recreation or public purposes, or any place,  
9 store, or other establishment which supplies goods or services with or without charge to the  
10 general public. "Place of public accommodation" includes, but is not limited to, the following  
11 types of services or facilities: hotels, or other establishments which provide lodging to transient  
12 guests; restaurants, cafeterias, lunchrooms, lunch counters, soda fountains, public washrooms,  
13 public elevators, or other facilities principally engaged in selling or offering for sale food for  
14 consumption upon or off the premises; motion picture houses, theatres, concert halls, sport  
15 arenas, stadiums or other places of exhibition or entertainment; bowling alleys, pool halls,  
16 arcades and amusement parks; retail establishments; transportation carriers; barber shops and  
17 beauty shops; bars or taverns or other facilities engaged in selling or offering for sale alcoholic  
18 beverages for consumption upon the premises; and public burial facilities.  
19  
20  
21

22 V. "Political ideology" means any idea or belief, or coordinated body of ideas or beliefs, relating  
23 to the purpose, conduct, organization, function or basis of government and related institutions  
24 and activities, whether or not characteristic of any political party or group. This term includes  
25 membership in a political party or group and includes conduct, reasonably related to political  
26  
27

THIS VERSION IS NOT ADOPTED



1 ideology, which does not cause substantial and material disruption of the property rights of the  
2 provider of a place of public accommodation.

3  
4 W. "Respondent" means any person who is alleged or found to have committed an unfair  
5 practice prohibited by this chapter.

6  
7 X. "Service animal" means an animal that provides medically necessary support for the benefit  
8 of an individual with a disability including but not limited to an animal that provides therapeutic  
9 support.

10  
11 ~~((X-))~~ Y. "Sexual orientation" means actual or perceived male or female heterosexuality,  
12 bisexuality, or homosexuality, and includes a person's attitudes, preferences, beliefs and practices  
13 pertaining thereto.

14  
15 ~~((Y-))~~ Z. "Honorably discharged veteran or military status" means:

16  
17 ~~((1))~~ 1. A veteran, as defined in RCW 41.04.007; or

18  
19 ~~((2))~~ 2. An active or reserve member in any branch of the armed forces of the United  
20 States, including the national guard, coast guard, and armed forces reserves.

21  
22 **Section 6.** Section 14.08.020 of the Seattle Municipal Code is amended as follows:

23 **14.08.020 Definitions.**

24 Definitions as used in this chapter, unless additional meaning clearly appears from the context,  
25 shall have the meanings subscribed:  
26  
27

1 A. "Aggrieved person" includes any person who:

2 1. Claims to have been injured by an unfair practice prohibited by this

3  
4 chapter; or

5  
6 2. Believes that he or she will be injured by an unfair practice prohibited by this chapter  
7 that is about to occur.

8  
9 B. "Blockbusting" means, for profit, to promote, induce, or attempt to promote or induce any  
10 person to, engage in a real estate transaction by representing that a person or persons of a  
11 particular race, color, creed, religion, ancestry, national origin, age, sex, marital status, parental  
12 status, sexual orientation, gender identity, political ideology, or who participates in a Section 8  
13 program, or who is disabled, or who is a disabled person who uses a trained dog guide or service  
14 animal has moved or may move into the neighborhood.

15  
16 C. "Charge" means a claim or set of claims alleging an unfair practice or practices prohibited  
17 under this chapter.

18  
19 D. "Charging party" means any person who files a charge alleging an unfair practice under this  
20 chapter, including the Director.

21  
22 E. "City" means The City of Seattle.

1 F. "City department" means any agency, office, board or commission of the City, or any  
2 department employee acting on its behalf, but shall not mean a public corporation chartered  
3 under Ch. 3.110 SMC, or any contractor, consultant, or concessionaire or lessee.

4  
5 G. "Commission" means the Seattle Human Rights Commission.

6  
7 H. "Department" means the Seattle Office for Civil Rights.

8  
9 I. "Director" means the Director of the Seattle Office for Civil Rights or the Director's designee.

10 ~~((J. "Disability" means the condition of being disabled.~~

11  
12 ~~K. "Disabled" means, with respect to a person:~~

13  
14 ~~1. Having a physical or mental impairment which substantially limits one (1)~~

15  
16 ~~or more of such person's major life activities, either temporarily or~~

17  
18 ~~permanently, or~~

19  
20 ~~2. Having a record of having such an impairment, or~~

21  
22 ~~3. Being regarded as having such an impairment, but such term does not~~

23  
24 ~~include current illegal use of a controlled substance (as defined in section~~

25  
26 ~~102 of the Controlled Substances Act as of the date of passage of this~~

27  
28 ~~section (21 U.S.C. 802).))~~

1 J. "Disabled" means a person who has a disability.

2  
3 K. 1. "Disability" means the presence of a sensory, mental, or physical impairment that:

4 a. Is medically cognizable or diagnosable; or

5 b. Exists as a record or history; or

6 c. Is perceived to exist whether or not it exists in fact.

7  
8  
9 2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or  
10 unmitigated, or whether or not it limits the ability to work generally or work at a particular job or  
11 whether or not it limits any other activity within the scope of this chapter.

12  
13 3. For purposes of this definition, "impairment" includes, but is not limited to:

14 a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
15 affecting one or more of the following body systems: neurological, musculoskeletal, special  
16 sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive,  
17 genitor-urinary, hemic and lymphatic, skin, and endocrine; or

18 b. Any mental, developmental, traumatic, or psychological disorder, including but not limited  
19 to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific  
20 learning disabilities.

21  
22  
23  
24 L. "Discriminate" means to do any act which constitutes discrimination.

1 M. "Discrimination" means any conduct, whether by single act or as part of a practice, the effect  
2 of which is to adversely affect or differentiate between or among individuals or groups of  
3 individuals, because of race, color, creed, religion, ancestry, national origin, age, sex, marital  
4 status, parental status, sexual orientation, gender identity, political ideology, honorably  
5 discharged veteran or military status, participation in a Section 8 program, the presence of any  
6 disability or the use of a trained dog guide or service animal by a disabled person.  
7

8 N. "Dual-filed" means any charge alleging an unfair practice that is filed with both the  
9 Department of Housing and Urban Development and the Seattle Office for Civil Rights without  
10 regard to which of the two agencies initially processed the charge.  
11

12 O. "Dwelling" means any building, structure, or portion thereof which is occupied as, or is  
13 designed or intended for occupancy as, a residence by one or more individuals or families, and  
14 any vacant land which is offered for sale or lease for the construction or location thereon of any  
15 such building, structure, or portion thereof.  
16

17 P. "Gender identity" means a person's identity, expression, or physical characteristics, whether or  
18 not traditionally associated with one's biological sex or one's sex at birth, including transsexual,  
19 transvestite, and transgendered, and including a person's attitudes, preferences, beliefs, and  
20 practices pertaining thereto.  
21

22 Q. "Hearing Examiner" means the Seattle Hearing Examiner.  
23

24 R. "Lender" means any bank, insurance company, savings or building and loan association,  
25 credit union, trust company, mortgage company, or other person or agent thereof, engaged  
26  
27

1 wholly or partly in the business of lending money for the financing or acquisition, construction,  
2 repair or maintenance of real property.

3 S. "Marital status" means the presence or absence of a marital relationship and includes the status  
4 of married, separated, divorced, engaged, widowed, single or cohabiting.

5  
6 T. "Occupant" means any person who has established residence or has the right to occupy real  
7 property.

8  
9 U. "Owner" means any person who owns, leases, subleases, rents, operates, manages, has charge  
10 of, controls or has the right of ownership, possession, management, charge, or control of real  
11 property on their own behalf or on behalf of another.

12  
13 V. "Parental status" means being a parent, step-parent, adoptive parent, guardian, foster parent or  
14 custodian of a minor child or children under the age of ~~((eighteen (18)))~~18 years, or the designee  
15 with written permission of a parent or other person having legal custody of a child or children  
16 under the age of ~~((eighteen (18)))~~18 years, which child or children shall reside permanently or  
17 temporarily with such parent or other person. In addition, parental status shall refer to any person  
18 who is pregnant or who is in the process of acquiring legal custody of a minor child under the  
19 age of ~~((eighteen (18)))~~18 years.

20  
21 W. "Party" means the person charging or making a charge or complaint or upon whose behalf a  
22 complaint is made alleging an unfair practice, the person alleged or found to have committed an  
23 unfair practice, and the Seattle Office for Civil Rights.

THIS VERSION IS NOT ADOPTED



1 X. "Person" means one ((+)) or more individuals, partnerships, organizations, trade or  
2 professional associations, corporations, legal representatives, trustees, trustees in bankruptcy and  
3 receivers. It includes any owner, lessee, proprietor, manager, agent or employee, whether one  
4 ((+)) or more natural persons, and any political or civil subdivision or agency or instrumentality  
5 of the City.  
6

7 Y. "Political ideology" means any idea or belief, or coordinated body of ideas or beliefs, relating  
8 to the purpose, conduct, organization, function or basis of government and related institutions  
9 and activities, whether or not characteristic of any political party or group. This term includes  
10 membership in a political party or group and includes conduct, reasonably related to political  
11 ideology, which does not interfere with the property rights of the landowner as it applies to  
12 housing.  
13

14 Z. "Prospective borrower" means any person who seeks to borrow money to finance the  
15 acquisition, construction, repair, or maintenance of real property.  
16

17 AA. "Prospective occupant" means any person who seeks to purchase, lease, sublease or rent real  
18 property.  
19

20 BB. "Real estate agent, salesperson or employee" means any person employed by, associated  
21 with or acting for a real estate broker to perform or assist in the performance of any or all of the  
22 functions of a real estate broker.  
23

24 CC. "Real estate broker" means any person who for a fee, commission, or other valuable  
25 consideration, lists for sale, sells, purchases, exchanges, leases or subleases, rents, or negotiates  
26  
27

1 or offers or attempts to negotiate the sale, purchase, exchange, lease, sublease or rental of real  
2 property of another, or holds themselves out as engaged in the business of selling, purchasing,  
3 exchanging, listing, leasing, subleasing, or renting real property of another, or collects the rental  
4 for use of real property of another.

5  
6 DD. "Real estate transaction" means the sale, purchase, conveyance, exchange, rental, lease,  
7 sublease, assignment, transfer or other disposition of real property.

8  
9 EE. "Real estate-related transaction" means any of the following:

10  
11 1. The making or purchasing of loans or providing other financial assistance:

12  
13 a. For purchasing, constructing, improving, repairing, or maintaining real  
14 property, or

15  
16 b. Secured by real property; or

17  
18 2. The selling, brokering, or appraising of real property; or

19  
20 3. The insuring of real property, mortgages, or the issuance of insurance  
21 related to any real estate transaction.

22  
23 FF. "Real property" means dwellings, buildings, structures, real estate, lands, tenements,  
24 leaseholds, interests in real estate cooperatives, condominiums, and any interest therein.

1 GG. "Respondent" means any person who is alleged to have committed an unfair practice  
2 prohibited by this chapter.

3  
4 HH. "Section 8 program" means a federal, state or local government program in which a tenant's  
5 rent is paid partially by the government program (through a direct contract between the  
6 government program and the owner or lessor of the real property), and partially by the tenant.

7  
8 II. "Service animal" means an animal that provides medically necessary support for the benefit  
9 of an individual with a disability including but not limited to an animal that provides therapeutic  
10 support.

11 ~~((I-))~~ JJ. "Sexual orientation" means actual or perceived male or female heterosexuality,  
12 bisexuality, or homosexuality, and includes a person's attitudes, preferences, beliefs and practices  
13 pertaining thereto.

14  
15 ~~((JJ-))~~ KK. "Steering" means to show or otherwise take an action which results, directly or  
16 indirectly, in steering a person or persons to any section of the City or to a particular real  
17 property in a manner tending to segregate or maintain segregation on the basis of race, color,  
18 creed, religion, ancestry, national origin, age, sex, marital status, parental status, sexual  
19 orientation, gender identity, political ideology, participation in a Section 8 program, the presence  
20 of any disability or the use of a trained dog guide or service animal by a disabled person.

21  
22  
23 ~~((KK-))~~ LL. "Honorably discharged veteran or military status" means:

24  
25 ~~((((I)))~~ 1. A veteran, as defined in RCW 41.04.007; or  
26  
27



\* \* \*

1  
2 B. The charging party may amend a charge to include allegations of retaliation which arose after  
3 the filing of the original charge. Such amendment must be filed within ~~((one hundred eighty~~  
4 ~~(180) days))~~ one year after the occurrence of the retaliation, and prior to the Department's  
5 issuance of findings of fact and determination with respect to the original charge. Such  
6 amendments may be made at any time during the investigation of the original charge so long as  
7 the Department will have adequate time to investigate the additional allegations and the parties  
8 will have adequate time to present the Department with evidence concerning the additional  
9 allegations before the issuance of findings of fact and a determination.  
10  
11

\* \* \*

12  
13  
14 **Section 10.** Subsection D of Section 9.25.023 of the Seattle Municipal Code is amended as  
15 follows:

16 **9.25.023 Definitions -- P -- T.**

\* \* \*

17  
18 D. ~~(("Service dog" means a dog that is trained for the purposes of assisting or accommodating a~~  
19 ~~disabled person's sensory, mental, or physical disability.))~~ "Service animal" means an animal that  
20 provides medically necessary support for the benefit of an individual with a disability including  
21 but not limited to an animal that provides therapeutic support.  
22

\* \* \*

23  
24  
25 **Section 11.** Section 14.10.010 of the Seattle Municipal Code is amended as follows:  
26  
27

**14.10.010 Statement of purpose.**

1 The ordinance codified in this chapter is an exercise of the police power for the protection of the  
2 public welfare, health, peace and safety of the residents of The City of Seattle and in fulfillment  
3 of the provisions of the Constitution of this state. The City Council hereby finds and declares that  
4 practices of discrimination in public or private contracting against any person on the basis of  
5 race, color, sex, marital status, sexual orientation, gender identity, political ideology, age, creed,  
6 religion, ancestry, national origin, honorably discharged veteran or military status or the presence  
7 of any ((sensory, mental or physical)) disability constitute matters of local concern and are  
8 contrary to the public welfare, health, peace and safety of the residents of Seattle. The provisions  
9 of this chapter shall apply to the City when acting as a contractor and to other contractors,  
10 subcontractors, suppliers, material suppliers, bonding agencies, contract agencies and other  
11 business entities doing business in the City, and shall be liberally construed for accomplishment  
12 of its policies and purposes. Nothing in this chapter shall be deemed to deny any persons the  
13 right to institute any action or to pursue any civil or criminal remedy for the violation of such  
14 person's civil rights. Nothing contained in this chapter is intended to be nor shall be construed to  
15 create or form the basis for any liability on the part of the City, or its officers or agents, for any  
16 injury or damage resulting from or by reason of any act or omission in connection with the  
17 implementation or enforcement of this chapter on the part of the City by its officers, employees  
18 or agents. Nothing in this chapter shall be presumed to toll the statute of limitations for any  
19 claims under federal or state statute. Nothing in this chapter shall be construed to prohibit or  
20 apply to actions taken in good faith against any person by a contractor based solely upon their  
21  
22  
23  
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25  
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27

THIS VERSION IS NOT APPROVED  
CANDY LONG ISNORSHAW SHH



1 performance, qualifications, or ability to perform in accordance with the terms of a contract or  
2 for other nondiscriminatory reasons.

3 **Section 12. Section 14.10.020 of the Seattle Municipal Code is amended as follows:**

4 **14.10.020 Definitions.**

5 When used in this chapter, unless the context otherwise requires:

6 \* \* \*

7  
8  
9 "Discrimination," "discriminate," and/or "discriminatory act" means any act (other than an action  
10 taken in accordance with a lawful affirmative action program) or failure to act whether by itself  
11 or as part of a practice, the effect of which is to adversely affect or differentiate between or  
12 among individuals or groups of individuals by reason of race, color, age, sex, marital status,  
13 sexual orientation, gender identity, political ideology, creed, religion, ancestry, national origin,  
14 honorably discharged veteran or military status or the presence of ~~((any sensory, mental or~~  
15 ~~physical handicap))disability~~, unless based upon a bona fide occupational qualification.

16 \* \* \*

17  
18  
19 1. "Disability" means the presence of a sensory, mental, or physical impairment that:

- 20 a. Is medically cognizable or diagnosable; or  
21 b. Exists as a record or history; or  
22 c. Is perceived to exist whether or not it exists in fact.  
23  
24  
25  
26  
27

THIS VERSION IS NOT APPROVED



1 2. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or  
2 unmitigated, or whether or not it limits the ability to work generally or work at a particular job or  
3 whether or not it limits any other activity within the scope of this chapter.

4  
5 3. For purposes of this definition, "impairment" includes, but is not limited to:

6  
7 a. Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss  
8 affecting one or more of the following body systems: neurological, musculoskeletal, special  
9 sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive,  
10 genitor-urinary, hemic and lymphatic, skin, and endocrine; or

11  
12 b. Any mental, developmental, traumatic, or psychological disorder, including but not limited  
13 to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific  
14 learning disabilities.

15 \*\*\*

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**Section 13.** This ordinance shall take effect and be in force 30 days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it shall take effect as provided by Seattle Municipal Code Section 1.04.020.

Passed by the City Council the \_\_\_\_ day of \_\_\_\_\_, 2010, and signed by me in open session in authentication of its passage this \_\_\_\_ day of \_\_\_\_\_, 2010.

\_\_\_\_\_  
President \_\_\_\_\_ of the City Council

Approved by me this \_\_\_\_ day of \_\_\_\_\_, 2010.

\_\_\_\_\_  
Michael McGinn, Mayor

Filed by me this \_\_\_\_ day of \_\_\_\_\_, 2010.

\_\_\_\_\_  
City Clerk

(Seal)

THIS VERSION IS NOT ADOPTED





City of Seattle  
Office of the Mayor

November 16, 2010

Honorable Richard Conlin  
President  
Seattle City Council  
City Hall, 2<sup>nd</sup> Floor

Dear Council President Conlin:

I am pleased to transmit the attached proposed Council Bill that amends the Seattle Municipal Code (SMC) to reflect current federal and state anti-discrimination laws. The amendments will expand civil rights protections and continue the Seattle Office of Civil Rights' (SOCR) mission for equal rights and social justice for the citizens of Seattle.

SOCR is updating the law because the current Seattle Municipal Code contains language that places more restrictions on civil rights than Federal and Washington State law. By updating the Fair Employment, Housing, Public Accommodation, and Contracting provisions, the SMC will be aligned with Federal and State law, and SOCR will be in a better position to enforce civil rights protections in the City of Seattle.

Thank you for your consideration of this legislation. Should you have questions, please contact Nolan Lim, Enforcement Manager for SOCR, at 206-684-0207.

Sincerely,

Michael McGinn  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



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**STATE OF WASHINGTON – KING COUNTY**

--SS.

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266707  
CITY OF SEATTLE, CLERKS OFFICE

No. TITLE ONLY

**Affidavit of Publication**

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12<sup>th</sup> day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

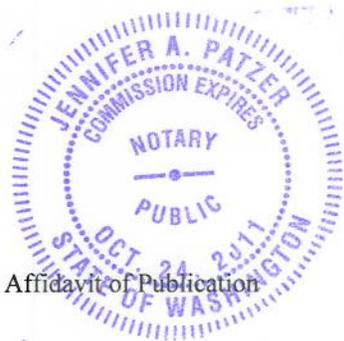
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:123527-123531

was published on

02/03/11

The amount of the fee charged for the foregoing publication is the sum of \$ 75.08, which amount has been paid in full.



Affidavit of Publication

Subscribed and sworn to before me on

02/03/11

Notary public for the State of Washington,  
residing in Seattle

# State of Washington, King County

## City of Seattle

### TITLE-ONLY PUBLICATION

The full text of the following ordinances, passed by the City Council on January 24, 2011, and published here by title only, will be mailed upon request, or can be accessed at <http://clerk.seattle.gov>. For further information, contact the Seattle City Clerk at 684-8344.

#### ORDINANCE NO. 123527

AN ORDINANCE related to the Enforcement of Civil Rights, amending Sections 14.04, 14.06, 14.08, and 14.10 of the Seattle Municipal Code to be consistent with Federal and State anti-discrimination law.

#### ORDINANCE NO. 123528

AN ORDINANCE relating to the Meridian Playground and the Good Shepherd Center property; authorizing the Superintendent of Parks and Recreation to enter into a ten-year use and occupancy agreement with the Seattle Tilth Association for continued use of a portion of Meridian Playground property for urban garden demonstration and programs.

#### ORDINANCE NO. 123529

AN ORDINANCE relating to the City Light Department, authorizing the acceptance of a deed to certain land in Skagit County, Washington for wildlife habitat protection purposes, placing said land under the jurisdiction of the City Light Department, and ratifying and confirming certain prior acts.

#### ORDINANCE NO. 123530

AN ORDINANCE relating to the City Light Department, authorizing the acceptance of the transfer of certain state trust lands in Skagit County, Washington from the Washington State Department of Natural Resources, authorizing the acceptance of the quitclaim deeds thereto, ratifying and confirming certain prior acts, and placing said lands under the jurisdiction of the City Light Department.

#### ORDINANCE NO. 123531

AN ORDINANCE appropriating money to pay certain audited claims and ordering the payment thereof.

Publication ordered by the City Clerk  
Date of publication in the Seattle Daily Journal of Commerce, February 3, 2011.

2/3(266707)