

CITY OF SEATTLE

ORDINANCE 126767

COUNCIL BILL 120511

AN ORDINANCE relating to human rights; including protections against discrimination based on an individual’s caste; making technical amendments; and amending Sections 3.14.910, 3.14.931, 3.110.260, 4.80.020, 5.30.020, 6.02.270, 6.202.230, 14.04.020, 14.04.030, 14.04.040, 14.06.020, 14.06.030, 14.08.015, 14.08.020, 14.08.045, 14.08.070, 14.08.190, 14.10.010, 14.10.020, 14.11.020, and 18.12.280 of the Seattle Municipal Code.

WHEREAS, caste is a system of rigid social stratification characterized by hereditary status, endogamy, and social barriers sanctioned by custom, law, or religion; and

WHEREAS, caste discrimination is based on birth and descent, and occurs in the form of social segregation, physical and psychological abuse, and violence; and

WHEREAS, caste discrimination manifests in employment, education, and housing; and

WHEREAS, in 2016, the United Nations Special Rapporteur on minority issues stated that at least 250 million people worldwide still face “appalling and dehumanizing discrimination based on caste and similar systems of inherited status,” and during a presentation of the first comprehensive report on caste-based discrimination in 2016 to the United Nations Human Rights Council, the Rapporteur described caste-based discrimination as “a global problem,” and that “caste-based discrimination and violence goes against the basic principles of universal human dignity and equality, as it differentiates between ‘inferior’ and ‘superior’ categories of individuals, which is unacceptable”; and

WHEREAS, the majority of the affected communities live in or originate from South Asia, including India, Nepal, Sri Lanka, Bangladesh, and Pakistan, where many are known by the self-chosen identity of “Dalits,” which means “those who have been broken but are resilient” and others are indigenous or indentured community members; and

1 WHEREAS, similarly affected groups are also found in or originate from elsewhere in Asia,
2 Africa, the Middle East, the Pacific region, and various diaspora communities, and caste
3 is found in communities of religious practice among South Asians in America; and

4 WHEREAS, the United Nations Special Rapporteur on minority issues has also stated that “[t]he
5 term ‘caste’ refers to a strict hierarchical social system that is often based on the notions
6 of purity and pollution, in which individuals placed at the bottom of the system may face
7 exclusion and discrimination in a wide range of areas. The concept of ‘caste system’ is
8 primarily associated with the South Asian region, where its existence is linked to the
9 religiously sanctioned social structure of Hinduism, which identified four original and
10 endogamous groups, or castes, called varnas. . . . At present, the term ‘caste’ has
11 broadened in meaning, transcending religious affiliation. Caste and caste-like systems
12 may be based on either a religious or a secular background and can be found within
13 diverse religious and/or ethnic groups in all geographical regions, including within
14 diaspora communities”; and

15 WHEREAS, in an editorial published May 25, 2021, in *The New York Times*, Professors Paula
16 Chakravartty and Ajantha Subramanian wrote that “oppressed castes in the United States
17 are doubly disadvantaged—by caste and race. Making caste a protected category under
18 federal law will allow for the recognition of this double disadvantage”; further writing
19 that to “protect oppressed castes in the United States, we have to be willing to insist that
20 civil rights extend to communities whose oppression is still hidden”; and

21 WHEREAS, caste is found significantly among South Asian Americans—data from Equality
22 Labs, a Dalit civil rights organization dedicated to ending caste apartheid, gender-based
23 violence, Islamophobia, white supremacy, and religious intolerance, has found that one in

1 four caste-oppressed people faced physical and verbal assault, one in three face education
2 discrimination, and two in three face workplace discrimination; and

3 WHEREAS, the Ambedkar King Study Circle, an organization that aims to challenge caste,
4 class, race, gender and religious oppression and oppressors on ideological, political and
5 social fronts, collected testimonies that found that caste is present and practiced in many
6 industries, neighborhoods, and corporate and educational networks, and has had social,
7 economic, and psychological impacts on individuals; and

8 WHEREAS, caste is found in many industries and is a grave contributor to workplace
9 discrimination and bias; individuals in industries like technology, construction,
10 restaurant, domestic work and other employment sectors have faced caste discrimination,
11 harassment, bias, wage theft, and even trafficking; and

12 WHEREAS, in 2001, federal law enforcement officials convicted Lakireddy Bali Reddy, an
13 upper-caste South Asian American—then one of Berkeley, California’s richest landlords
14 with over a thousand rental properties worth tens of millions of dollars—and his family
15 members of trafficking multiple Dalit minor girls and young women from India and
16 subjecting them to sexual servitude and labor exploitation in the United States; and

17 WHEREAS, in December 2019, Brandeis University announced a first-in-the-nation policy
18 adding caste to its campus-wide non-discrimination and harassment policy; and

19 WHEREAS, in announcing the policy, Brandeis University president Ron Liebowitz said that
20 “since caste identity is so intertwined with many of the legally recognized and protected
21 characteristics, discrimination based on a person’s caste is effectively the same. Going
22 forward, the Office of Equal Opportunity will oversee issues and complaints of

1 discrimination related to caste brought forward by members of the Brandeis community,
2 just as it does for other types of discrimination”; and

3 WHEREAS, in January 2020, California State University—the largest four-year public
4 university system in the United States—added caste as a protected category in its
5 systemwide anti-discrimination policy across all its 23 campuses, which was a
6 groundbreaking decision in response to a large multi-caste, inter-faith movement of
7 students and faculty; and

8 WHEREAS, in October 2022, the California Department of Fair Employment and Housing won
9 an appeals court ruling to proceed with a lawsuit alleging that a Dalit engineer at Cisco
10 Systems—a multibillion-dollar tech conglomerate—was actively targeted by his
11 dominant-caste managers, and denied professional opportunities, a raise and promotions
12 because of his caste background. In their report published July 14, 2020, *The New York*
13 *Times* wrote that the “technology giant got away with ignoring the persistent caste
14 discrimination because American laws don’t yet recognize caste discrimination as a valid
15 form of exclusion,” allowing companies to operate “in willful ignorance of the terrifying
16 realities of caste”; and

17 WHEREAS, the Alphabet Workers Union (AWU-CWA Local 1400), representing over 1,100
18 workers at Alphabet (the parent company of tech giant Google) has said, “Caste-
19 oppressed workers face many barriers throughout the tech industry, including at
20 Alphabet. Caste is a system of oppression analogous to racial discrimination and is
21 rampant throughout many American institutions. We support tech workers around the
22 world who are speaking up about casteism and hostile workplaces”; and

1 WHEREAS, the Alphabet Workers Union has also called for caste to be recognized as a
2 protected class by the U.S. government and be included in anti-harassment policies in the
3 tech industry, saying that the “fight for the civil rights of caste-oppressed people is a
4 workers’ fight”; and

5 WHEREAS, the Asian Pacific American Labor Alliance (APALA), AFL-CIO, “the first and
6 only national organization of Asian American and Pacific Islander (AAPI) workers, most
7 of whom are union members” that has helped address “the workplace issues of the
8 660,000 AAPI union members” and serve “as the bridge between the broader labor
9 movement and the AAPI community” have declared that they are “committed to
10 providing an environment free from discrimination and harassment, regardless of an
11 individual’s race, ethnicity, religion, color, sex, age, national origin, caste or perceived
12 caste, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or
13 any other characteristic prohibited by law”; and

14 WHEREAS, the NAACP passed a resolution in 2021, resolving that the organization “stands
15 opposed to the practices of caste systems in the United States of America,” and that the
16 NAACP “will educate all of our Members and Units to become even better educated in
17 the practices of the caste system and take necessary actions to expose and end such
18 practices and work to repair the damages already done”; and

19 WHEREAS, consistent with the guidance of the U.S. Department of Justice, Civil Rights
20 Division’s interpretation of Title VI of the Civil Rights Act to include a prohibition
21 against discrimination based on actual or perceived shared ancestry or citizenship in a
22 country whose residents share a dominate religion or distinct religious identity, The City

1 of Seattle prohibits discrimination and harassment based on race, color, ancestry,
2 religion, creed, and national origin; and

3 WHEREAS, caste identity is inextricably intertwined with those legally recognized protected
4 characteristics such that discrimination based on one’s caste is effectively discrimination
5 based on an amalgamation of the legally protected characteristics; and

6 WHEREAS, in 2020, the U.S. Census data found that the State of Washington is home to more
7 than 167,000 people from the South Asian diaspora, largely concentrated in the Greater
8 Seattle area, and show that the South Asian population is the fastest growing major ethnic
9 group in Seattle; and

10 WHEREAS, The City of Seattle is committed to recognizing the dignity of all its residents,
11 workers, and visitors, including the right to reside, work, and visit a city that does not
12 subject them to prejudicial treatment or discrimination; and

13 WHEREAS, several years of ordinances adding protected classes in Seattle accidentally
14 overlooked the list of protected classes in Seattle in Seattle Municipal Code Section
15 5.30.020, and the best way to ensure this list is no longer overlooked is to refer its list of
16 protected classes to Seattle Municipal Code Section 14.06.020’s list, which is amended
17 by this ordinance; NOW, THEREFORE,

18 **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

19 Section 1. Section 3.14.910 of the Seattle Municipal Code, last amended by Ordinance
20 126649, is amended as follows:

21 **3.14.910 Director—Appointment, removal, and duties**

22 * * *

1 D. The Director of the Office for Civil Rights shall be the head of and, under the
2 direction of the Mayor, shall be responsible for the administration of the office and in connection
3 with such administration shall have duties and responsibilities including but not limited to the
4 following:

5 1. Undertake enforcement, policy, and education activities consistent with the
6 mission of the Office for Civil Rights;

7 2. Administer and govern the Office for Civil Rights;

8 3. Appoint, remove, and supervise officers and employees in the Office for Civil
9 Rights;

10 4. Provide staff support for the Seattle Women’s Commission, the Seattle Human
11 Rights Commission, the Seattle LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer)
12 Commission, and the Seattle Disability Commission; consult with and report regularly to the
13 Seattle Women’s Commission, the Seattle Human Rights Commission, the Seattle LGBTQ
14 (Lesbian, Gay, Bisexual, Transgender, Queer) Commission, and the Seattle Disability
15 Commission on the workings of the Office for Civil Rights; and attend, either in person or by
16 designated representative, all regular meetings of the Seattle Women’s Commission, the Seattle
17 Human Rights Commission, the Seattle LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer)
18 Commission, and the Seattle Disability Commission;

19 5. Administer all ordinances pertaining to the Office for Civil Rights and take
20 appropriate remedial action where necessary;

21 6. Manage the preparation of the proposed annual budget of the Office for Civil
22 Rights, and authorize necessary expenditures, and supervise the maintenance of adequate
23 accounting systems;

1 7. After identifying priority issue areas, develop policies and programs, and seek
2 additional funding sources in these areas, which seek to ameliorate the effects of disparate
3 treatment and impact upon persons based on race, color, sex, marital status, parental status,
4 sexual orientation, gender identity, political ideology, age, creed, honorably discharged veteran
5 or military status, genetics information, religion, ancestry, caste, national origin, citizenship or
6 immigration status, the presence of any disability, participation in a Section 8 or other subsidy
7 program, right of a mother to breastfeed her child, alternative source of income, an individual’s
8 actual, potential, perceived, or alleged pregnancy outcomes as defined in Section 14.04.030, or
9 the use of a service animal by a disabled person;

10 8. Make periodic reports and recommendations to the Mayor and City Council
11 concerning the operations of the Seattle Women’s Commission, the Seattle Human Rights
12 Commission, the Seattle LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) Commission,
13 the Seattle Disability Commission, and the Office for Civil Rights;

14 9. Receive, consider, and make recommendations concerning statements, reports,
15 and complaints relative to problems of civil rights including such problems of civil rights as may
16 arise in connection with the treatment, facilities, or services of any office or department of the
17 City; and

18 10. Exercise such other and further powers and duties as shall be prescribed by
19 ordinance.

20 Section 2. Section 3.14.931 of the Seattle Municipal Code, last amended by Ordinance
21 126649, is amended as follows:

1 **3.14.931 Seattle Human Rights Commission—Duties**

2 The Seattle Human Rights Commission shall act in an advisory capacity to the Mayor, City
3 Council, Office for Civil Rights, and other City departments in respect to matters affecting
4 human rights, and in furtherance thereof shall have the following specific responsibilities:

5 * * *

6 B. To consult with and make recommendations to the Director of the Office for Civil
7 Rights with regard to problems arising in the City that may result in discrimination because of
8 race, religion, creed, color, national origin, citizenship or immigration status, sex, marital status,
9 parental status, sexual orientation, gender identity, political ideology, age, ancestry, caste,
10 honorably discharged veteran or military status, genetic information, the presence of any
11 disability, alternative source of income, participation in a Section 8 or other subsidy program,
12 right of a mother to breastfeed her child, an individual's actual, potential, perceived, or alleged
13 pregnancy outcomes as defined in Section 14.04.030, or the use of a service animal by a disabled
14 person, and to make such investigations and hold such hearings as may be necessary to identify
15 such problems;

16 * * *

17 Section 3. Section 3.110.260 of the Seattle Municipal Code, last amended by Ordinance
18 126649, is amended as follows:

19 **3.110.260 Discrimination prohibited**

20 A. Neither council membership nor constituency membership may directly or indirectly
21 be based upon or limited by age, race, color, religion, sex, national origin, citizenship or
22 immigration status, marital status, parental status, sexual orientation, gender identity, genetic
23 information, political ideology, creed, ancestry, caste, honorably discharged veteran or military

1 status, an individual's actual, potential, perceived, or alleged pregnancy outcomes as defined in
2 Section 14.04.030, or the presence of any disability; provided, that council positions on a public
3 corporation emphasizing Native American arts or culture or services and programs oriented
4 toward Native Americans may be filled by persons selected by organizations whose funding is
5 substantially derived from public or private grants or federal appropriations available only to
6 organizations controlled by Native Americans.

7 B. To assure equality of employment opportunity, the public corporation:

8 1. Will not discriminate in employment because of age, race, color, creed,
9 religion, ancestry, caste, sex, national origin, citizenship or immigration status, marital status,
10 sexual orientation, gender identity, genetic information, or political ideology, honorably
11 discharged veteran or military status, an individual's actual, potential, perceived, or alleged
12 pregnancy outcomes as defined in Section 14.04.030, or the presence of any disability;

13 2. Will take affirmative action to ensure that applicants are employed, and that
14 employees are treated during employment without regard to their age, race, color, religion, sex,
15 or national origin. This requirement shall apply to but not be limited to the following:
16 employment, upgrading, demotion, or transfer; recruitment or recruitment activities; layoff or
17 termination; rates of pay or other forms of compensation; and selection for training, including
18 apprenticeship. The public corporation shall post in conspicuous places, available to employees
19 and applicants for employment, notices setting forth the provisions of this nondiscrimination
20 clause. The public corporation will, in all solicitations or advertisements for employees placed by
21 or on behalf of the public corporation, state that all qualified applicants will receive
22 consideration for employment without regard to age, race, color, religion, sex, or national origin;

1 3. Will establish and maintain an affirmative action program to provide equality
2 of employment opportunity and to overcome the effects of past discrimination comparable to that
3 maintained by the City for employment by City departments and agencies, which shall meet the
4 requirements of Chapter 4.80 and be reviewed on a quarterly basis by the City’s Office for Civil
5 Rights, or successor agency(s), and secure its approval; provided, that public corporations
6 employing fewer than four persons shall not be required to comply with the reporting
7 requirements of Chapter 4.80; provided, a public corporation emphasizing Native American arts
8 or culture or services and programs oriented toward Native Americans may give preference in
9 employment to Native Americans when a grant agreement with the United States of America or
10 a Tribe generating the employment so specifies.

11 * * *

12 Section 4. Section 4.80.020 of the Seattle Municipal Code, last amended by Ordinance
13 126649, is amended as follows:

14 **4.80.020 Policy**

15 It is the policy of the City to provide a workplace for its employees that is free from
16 discrimination on the basis of race, color, sex, marital status, sexual orientation, gender identity,
17 genetic information, political ideology, age, creed, religion, ancestry, caste, national origin,
18 citizenship or immigration status, honorably discharged veteran or military status, an individual’s
19 actual, potential, perceived, or alleged pregnancy outcomes as defined in Section 14.04.030, or
20 the presence of any disability. It is also the policy of the City to take strong affirmative action to
21 remedy the effects of past discrimination against minorities, women, persons with disabilities,
22 and older workers, and to avoid practices that are suspect and capable of abuse or that have an
23 adverse impact on the opportunities of such groups where it reasonably can to produce an

1 efficient system. By doing so, the City will then be able to provide equal employment and
2 advancement opportunities for all qualified persons and obtain a workforce in which such groups
3 are fairly represented.

4 Section 5. Section 5.30.020 of the Seattle Municipal Code, last amended by Ordinance
5 124431, is amended as follows:

6 **5.30.020 Definitions A—B**

7 * * *

8 D. “Artistic or cultural organization.” The term “artistic or cultural organization” means
9 an organization (~~(which)~~) that is organized and operated exclusively for the purpose of providing
10 “artistic or cultural exhibitions, presentations, or performances or cultural or art education
11 programs,” as defined in subsection (~~((2), below, of this subsection))~~ 2 of this definition, for
12 viewing or attendance by the general public. The organization must be:

13 1. A (~~(not for profit)~~) nonprofit corporation under chapter 24.03A RCW
14 (~~(Chapter 24.03)~~) that meets all of the following criteria:

15 a. The organization must be managed by a governing board of not less
16 than eight (~~((8))~~) individuals none of whom is a paid employee of the organization or by a
17 corporation sole under chapter 24.12 RCW (~~(Chapter 24.12)~~).

18 b. No part of the organization’s income may be paid directly or indirectly
19 to its members, stockholders, officers, directors, or trustees except in the form of services
20 rendered by the organization in accordance with its purposes and bylaws.

21 c. Salary or compensation paid to its officers and executives must be only
22 for actual services rendered, and at levels comparable to the salary or compensation of like
23 positions within the state.

1 d. Assets of the organization must be irrevocably dedicated to the
2 activities for which the exemption is granted and, on the liquidation, dissolution, or abandonment
3 by the organization, may not inure directly or indirectly to the benefit of any member or
4 individual except a non-profit organization, association, or corporation which also would be
5 entitled to the exemption.

6 e. The organization must be duly licensed or certified when licensing or
7 certification is required by law or regulation.

8 f. The amounts received that qualify for exemption must be used for the
9 activities for which the exemption is granted.

10 g. Services must be available regardless of (~~race, color, national origin, or~~
11 ~~ancestry~~) any protected class covered by the definition of “discrimination” in Section 14.06.020.

12 * * *

13 Section 6. Section 6.02.270 of the Seattle Municipal Code, last amended by Ordinance
14 126649, is amended as follows:

15 **6.02.270 Denial, revocation, or refusal to renew license—Generally**

16 A. In addition to other penalties provided by law, the Director may deny, revoke, or
17 refuse to renew any license issued under the provisions of this Subtitle I of Title 6 at any time:

18 1. Upon a finding that the license was procured by fraud, or false representation of
19 fact, or for the violation of, or failure to comply with, any of the provisions of this Subtitle I of
20 Title 6 by the person holding such license, or any of the person’s servants, agents, or employees,
21 while acting within the scope of their employment; or

22 2. Upon the conviction of the person holding such a license of a felony or
23 misdemeanor involving moral turpitude or an intent to defraud, or the conviction of any agents or

1 employees of any felony, or misdemeanor involving an attempt to defraud committed while
2 acting within the scope of their employment; or

3 3. If the licensee, any of the licensee's servants, or agents or employees, while
4 acting within the scope of their employment:

5 a. Violates any law or ordinance relating to:

6 1) The sale or possession of intoxicating liquor; or

7 2) The use, possession, or sale of narcotic drugs; or

8 3) Discrimination against any person because of religion, race, age,

9 political ideology, creed, ancestry, caste, color, national origin, citizenship or immigration status,

10 sex, sexual orientation, gender identity, marital status, honorably discharged veteran or military

11 status, the presence of any disability, the use of a service animal by a disabled person, the right

12 of a mother to breastfeed her child, parental status, an individual's actual, potential, perceived, or

13 alleged pregnancy outcomes as defined in Section 14.04.030, or participation in a Section 8

14 program; or

15 4) Public morality and decency; or

16 b. With respect to the licenses specified in Section 6.02.190:

17 1) Conducts the business or activity for which such license was

18 issued in a disorderly or improper manner; or

19 2) Violates any statute of the state or ordinance of the City relating

20 to the business or activity for which such license was issued; or

21 c. Is of unfit character to conduct the business or activity; or

22 4. If the purpose for which the license was issued is being abused to the detriment

23 of the public; or

1 perceived, or alleged pregnancy outcomes as defined in Section 14.04.030, or the right of a
2 mother to breastfeed her child, in the course of licensed activity, in violation of a City ordinance,
3 law, rule, or regulation prescribed thereunder; or

4 * * *

5 Section 8. Section 14.04.020 of the Seattle Municipal Code, last amended by Ordinance
6 126649, is amended as follows:

7 **14.04.020 Declaration of policy**

8 A. It is declared to be the policy of the City, in the exercise of its police powers for the
9 protection of the public health, safety, and general welfare, and for the maintenance of peace and
10 good government, to assure equal opportunity to all persons, free from restrictions because of
11 race, color, sex, marital status, sexual orientation, gender identity, genetic information, political
12 ideology, age, creed, religion, ancestry, caste, national origin, citizenship or immigration status,
13 honorably discharged veteran or military status, an individual’s actual, potential, perceived, or
14 alleged pregnancy outcomes, or the presence of any disability. The role of the Office for Civil
15 Rights is to enforce the provisions of this Chapter 14.04 in furtherance of this policy.

16 * * *

17 Section 9. Section 14.04.030 of the Seattle Municipal Code, last amended by Ordinance
18 126649, is amended as follows:

19 **14.04.030 Definitions**

20 When used in this Chapter 14.04, unless the context otherwise requires:

21 “Caste” means a system of rigid social stratification characterized by hereditary status,
22 endogamy, and social barriers sanctioned by custom, law, or religion.

23 * * *

1 “Discrimination,” “discriminate,” and/or “discriminatory act” means any act, by itself or
2 as part of a practice, that is intended to or results in different treatment or differentiates between
3 or among individuals or groups of individuals by reason of race, color, age, sex, marital status,
4 sexual orientation, gender identity, genetic information, political ideology, creed, religion,
5 ancestry, caste, national origin, citizenship or immigration status, honorably discharged veteran
6 or military status, an individual’s actual, potential, perceived, or alleged pregnancy outcomes, or
7 the presence of any disability. “Discrimination,” “discriminate,” and/or “discriminatory act”
8 includes harassment, such as racial and sexual harassment, as well as harassment based on other
9 protected classes.

10 * * *

11 Section 10. Section 14.04.040 of the Seattle Municipal Code, last amended by Ordinance
12 126649, is amended as follows:

13 **14.04.040 Unfair employment practices designated**

14 It is unfair employment practice within the City for any:

15 * * *

16 C. Employer, employment agency, or labor organization to print, circulate, or cause to be
17 printed, published, or circulated, any statement, advertisement, or publication relating to
18 employment or membership, or to use any form of application therefor, that indicates any
19 preference, limitation, specification, or discrimination based upon race, color, sex, marital status,
20 sexual orientation, gender identity, genetic information, political ideology, age, creed, religion,
21 ancestry, caste, national origin, citizenship or immigration status, honorably discharged veteran
22 or military status, an individual’s actual, potential, perceived, or alleged pregnancy outcomes, or
23 the presence of any disability; provided that nothing in this Chapter 14.04 shall prevent an

1 employer from ascertaining and recording data as to race, color, sex, marital status, sexual
2 orientation, gender identity, political ideology, age, creed, religion, ancestry, caste, national
3 origin, citizenship or immigration status, honorably discharged veteran or military status, an
4 individual's actual, potential, perceived, or alleged pregnancy outcomes as defined in Section
5 14.04.030, or the presence of any disability whether before or after employment, for the purpose
6 of making reports specifically required by agencies of federal, state, or local government for the
7 purpose of eliminating and preventing discrimination or overcoming its effects, or for other
8 purposes authorized by law or the rules and regulations of Washington State Human Rights
9 Commission, the Equal Employment Opportunities Commission or the Department;

10 * * *

11 Section 11. Section 14.06.020 of the Seattle Municipal Code, last amended by Ordinance
12 126649, is amended as follows:

13 **14.06.020 Definitions**

14 Definitions as used in this Chapter 14.06, unless additional meaning clearly appears from the
15 context, shall have the meanings subscribed:

16 "Aggrieved person" includes any person who:

- 17 1. Claims to have been injured by an unfair practice prohibited by this ((chapter))
18 Chapter 14.06; or
19 2. Believes that ((he or she)) they will be injured by an unfair practice prohibited
20 by this ((chapter)) Chapter 14.06 that is about to occur.

21 "Caste" means a system of rigid social stratification characterized by hereditary status,
22 endogamy, and social barriers sanctioned by custom, law, or religion.

23 * * *

1 “Discrimination” means any conduct, whether by single act or as part of a practice, the
2 effect of which is to adversely affect or differentiate between or among individuals or groups of
3 individuals, because of race, color, creed, religion, ancestry, caste, national origin, citizenship or
4 immigration status, age, sex, marital status, parental status, sexual orientation, gender identity,
5 political ideology, honorably discharged veteran or military status, participation in a Section 8
6 program, the presence of any disability, the use of a service animal by a disabled person, an
7 individual’s actual, potential, perceived, or alleged pregnancy outcomes as defined in Section
8 14.04.030, or the right of a mother to breastfeed her child. “Discrimination” includes harassment,
9 such as racial and sexual harassment, as well as harassment based on other protected classes.

10 * * *

11 Section 12. Section 14.06.030 of the Seattle Municipal Code, last amended by Ordinance
12 126649, is amended as follows:

13 **14.06.030 Unfair practices**

14 * * *

15 B. It is an unfair practice for any person to discriminate in a place of public
16 accommodation by:

- 17 1. Requiring, directly or indirectly, any person to pay a larger sum than the usual
18 uniform rates; or
- 19 2. Refusing or withholding admission, patronage, custom, presence, frequenting,
20 dwelling, staying, or lodging; or
- 21 3. Denying, directly or indirectly, the full enjoyment of any available goods,
22 services, accommodations, facilities, privileges, or advantages; or

1 4. Printing, circulating, issuing, displaying, posting, mailing, or otherwise
2 causing, directly or indirectly, to be published a statement, advertisement, or sign that indicates
3 directly or indirectly that the full enjoyment of the goods, services, facilities, privileges,
4 advantages, and accommodations will be refused, withheld, denied, or in some manner limited or
5 restricted or that an individual's patronage of or presence at a place of public accommodation is
6 objectionable, unwelcome, unacceptable, or undesirable; or

7 5. Harassing, intimidating, or otherwise abusing any person or person's friends or
8 associates because of race, color, creed, religion, ancestry, caste, national origin, citizenship or
9 immigration status, age, sex, marital status, parental status, sexual orientation, gender identity,
10 political ideology, honorably discharged veteran or military status, participation in a Section 8
11 program, the presence of any disability, the use of a trained dog guide or service animal by a
12 disabled person, an individual's actual, potential, perceived, or alleged pregnancy outcomes as
13 defined in Section 14.04.030, or a mother breastfeeding her child with the purpose or effect of
14 denying to such person the rights granted in this Chapter 14.06; or

15 6. Harassing, intimidating, retaliating, or obstructing a person in any manner
16 because such person complied with or proposed to comply with this Chapter 14.06 or any order
17 issued under this Chapter 14.06, or filed a charge or complaint, testified, or assisted in any
18 investigation, proceeding or hearing under this Chapter 14.06; or

19 7. Coercing, intimidating, threatening, or otherwise interfering with any person in
20 the exercise or enjoyment of or on account of such person having aided or encouraged any other
21 person in the exercise or enjoyment of any right granted or protected under this Chapter 14.06; or

22 8. Applying any economic sanctions or denying membership privileges because
23 of compliance with this Chapter 14.06; or

1 9. Aiding, abetting, inciting, compelling, or coercing the doing of any act defined
2 in this Chapter 14.06 to be an unfair practice; or

3 10. Attempting to commit any act defined in this Chapter 14.06 to be an unfair
4 practice; or

5 11. Denying, directly or indirectly, an individual's right to use gender-specific
6 restrooms and other gender-specific facilities in places of public accommodation including but
7 not limited to dressing rooms, locker rooms, homeless shelters, and group homes that are
8 consistent with the individual's gender identity or expression.

9 * * *

10 Section 13. Section 14.08.015 of the Seattle Municipal Code, last amended by Ordinance
11 126649, is amended as follows:

12 **14.08.015 Seattle Open Housing Poster**

13 All persons required to post a fair housing poster pursuant to 24 CFR 110 shall also post a Seattle
14 Open Housing Poster at the same locations required in the federal regulation. A person who fails
15 to post a Seattle Open Housing Poster as required in this Section 14.08.015 is subject to a fine of
16 \$125 for a first violation and a fine of \$500 for each subsequent violation. The Seattle Open
17 Housing Poster shall provide a notice that it is illegal in The City of Seattle to discriminate
18 against any person because of race, color, creed, religion, ancestry, caste, national origin,
19 citizenship or immigration status, age, sex, marital status, parental status, sexual orientation,
20 gender identity, political ideology, honorably discharged veteran or military status, participation
21 in a Section 8 or other subsidy program, alternative source of income, an individual's actual,
22 potential, perceived, or alleged pregnancy outcomes as defined in Section 14.04.030, the
23 presence of any disability, or the use of a trained dog guide or service animal by a disabled

1 person. The Department shall adopt a rule or rules to enforce this Section 14.08.015 that shall
2 include the availability of such posters from the Department.

3 Section 14. Section 14.08.020 of the Seattle Municipal Code, last amended by Ordinance
4 126649, is amended as follows:

5 **14.08.020 Definitions**

6 Definitions as used in this Chapter 14.08, unless additional meaning clearly appears from the
7 context, shall have the meanings subscribed:

8 “Accessory dwelling unit” has the meaning defined in Chapter 23.84A.032’s definition of
9 “Residential use.” ((-))

10 “Aggrieved person” includes any person who:

11 1. Claims to have been injured by an unfair practice prohibited by this Chapter
12 14.08; or

13 2. Believes that ((he or she)) they will be injured by an unfair practice prohibited
14 by this Chapter 14.08 that is about to occur.

15 “Alternative source of income” means lawful, verifiable income derived from sources
16 other than wages, salaries, or other compensation for employment. It includes but is not limited
17 to monies derived from Social Security benefits, supplemental security income, unemployment
18 benefits, other retirement programs, child support, the Aged, Blind or Disabled Cash Assistance
19 Program, Refugee Cash Assistance, and any federal, state, local government, private, or
20 nonprofit-administered benefit program.

21 “Blockbusting” means, for profit, to promote, induce, or attempt to promote or induce
22 any person to ((;-)) engage in a real estate transaction by representing that a person or persons of a
23 particular race, color, creed, religion, ancestry, national origin, age, sex, marital status, parental

1 status, sexual orientation, gender identity, political ideology, alternative source of income, or
2 who participates in a Section 8 or other subsidy program, or who is disabled, or who is a disabled
3 person who uses a service animal has moved or may move into the neighborhood.

4 “Caste” means a system of rigid social stratification characterized by hereditary status,
5 endogamy, and social barriers sanctioned by custom, law, or religion.

6 * * *

7 “Discrimination” means any conduct, whether by single act or as part of a practice, the
8 effect of which is to adversely affect or differentiate between or among individuals or groups of
9 individuals, because of race, color, creed, religion, ancestry, caste, national origin, citizenship or
10 immigration status, age, sex, marital status, parental status, sexual orientation, gender identity,
11 political ideology, honorably discharged veteran or military status, alternative source of income,
12 participation in a Section 8 or other subsidy program, an individual’s actual, potential, perceived,
13 or alleged pregnancy outcomes as defined in Section 14.04.030, the presence of any disability, or
14 the use of a service animal by a disabled person. “Discrimination” includes harassment, such as
15 racial and sexual harassment, as well as harassment based on other protected classes.

16 * * *

17 Section 15. Section 14.08.045 of the Seattle Municipal Code, last amended by Ordinance
18 126649, is amended as follows:

19 **14.08.045 Retaliation, harassment, or coercion**

20 * * *

21 B. It is an unfair practice for any person, whether or not acting for profit, to harass,
22 intimidate, discriminate against, or otherwise abuse any person or person’s friends or associates
23 because of race, color, creed, religion, ancestry, caste, national origin, citizenship or immigration

1 status, age, sex, marital status, parental status, sexual orientation, gender identity, political
2 ideology, honorably discharged veteran or military status, alternative source of income,
3 participation in a Section 8 or other subsidy program, an individual's actual, potential, perceived,
4 or alleged pregnancy outcomes as defined in Section 14.04.030, the presence of any disability, or
5 the use of a trained dog guide or service animal by a disabled person with the purpose or effect
6 of denying to such person the rights granted in this Chapter 14.08 or the right to quiet or peaceful
7 possession or enjoyment of any real property.

8 * * *

9 Section 16. Section 14.08.070 of the Seattle Municipal Code, last amended by Ordinance
10 126649, is amended as follows:

11 **14.08.070 Unfair inquiries or advertisements**

12 It is an unfair practice for any person to:

13 A. Require any information, make or keep any record, or use any form of application
14 containing questions or inquiries concerning race, color, creed, religion, ancestry, caste, national
15 origin, citizenship or immigration status, age, sex, marital status, parental status, sexual
16 orientation, gender identity, political ideology, honorably discharged veteran or military status,
17 participation in a Section 8 or other subsidy program, an individual's actual, potential, perceived,
18 or alleged pregnancy outcomes as defined in Section 14.04.030, the presence of any disability, or
19 the use of a trained dog guide or service animal by a disabled person in connection with a real
20 estate transaction unless used solely:

21 1. For making reports required by agencies of the federal, state, or local
22 government to prevent and eliminate discrimination or to overcome its effects or for other
23 purposes authorized by federal, state, or local agencies or laws or rules adopted thereunder,

1 status, parental status, sexual orientation, gender identity, political ideology, honorably
2 discharged veteran or military status, alternative source of income, participation in a Section 8 or
3 other subsidy program, an individual's actual, potential, perceived, or alleged pregnancy
4 outcomes as defined in Section 14.04.030, the presence of any disability, or the use of a trained
5 dog guide or service animal by a disabled person where such factors are not designed, intended,
6 or used to discriminate;

7 * * *

8 Section 18. Section 14.10.010 of the Seattle Municipal Code, last amended by Ordinance
9 126649, is amended as follows:

10 **14.10.010 Statement of purpose**

11 A. This Chapter 14.10 is an exercise of the police power for the protection of the public
12 welfare, health, peace, and safety of the residents of The City of Seattle and in fulfillment of the
13 provisions of the Constitution of this state. The City Council finds and declares that practices of
14 discrimination in public or private contracting against any person on the basis of race, color, sex,
15 marital status, sexual orientation, gender identity, political ideology, age, creed, religion,
16 ancestry, caste, national origin, citizenship or immigration status, honorably discharged veteran
17 or military status, an individual's actual, potential, perceived, or alleged pregnancy outcomes as
18 defined in Section 14.04.030, or the presence of any disability constitute matters of local concern
19 and are contrary to the public welfare, health, peace, and safety of the residents of Seattle.

20 However, to the extent that distinction or differential treatment on the basis of citizenship or
21 immigration status is authorized by federal or state law, regulation, rule, or government contract,
22 it is not unfair practice. The provisions of this Chapter 14.10 shall apply to the City when acting
23 as a contractor and to other contractors, subcontractors, suppliers, material suppliers, bonding

1 agencies, contract agencies, and other business entities doing business in the City, and shall be
2 liberally construed for accomplishment of its policies and purposes.

3 * * *

4 Section 19. Section 14.10.020 of the Seattle Municipal Code, last amended by Ordinance
5 126649, is amended as follows:

6 **14.10.020 Definitions**

7 When used in this Chapter 14.10, unless the context otherwise requires:

8 “Business enterprise” means any licensed business organization located in or doing
9 business in The City of Seattle.

10 “Caste” means a system of rigid social stratification characterized by hereditary status,
11 endogamy, and social barriers sanctioned by custom, law, or religion.

12 * * *

13 “Discrimination,” “discriminate,” and/or “discriminatory act” means any act (other than
14 an action taken in accordance with a lawful affirmative action program) or failure to act whether
15 by itself or as part of a practice, the effect of which is to adversely affect or differentiate between
16 or among individuals or groups of individuals by reason of race, color, age, sex, marital status,
17 sexual orientation, gender identity, political ideology, creed, religion, ancestry, caste, national
18 origin, citizenship or immigration status, honorably discharged veteran or military status, an
19 individual’s actual, potential, perceived, or alleged pregnancy outcomes as defined in Section
20 14.04.030, or the presence of any disability, unless based upon a bona fide occupational
21 qualification. “Discrimination,” “discriminate,” and/or “discriminatory act” includes harassment,
22 such as racial and sexual harassment, as well as harassment based on other protected classes.

23 * * *

1 Section 20. Section 14.11.020 of the Seattle Municipal Code, enacted by Ordinance
2 125358, is amended as follows:

3 **14.11.020 Definitions**

4 The definitions in this Section 14.11.020 provide the meaning of terms used in this Chapter
5 14.11, except as otherwise provided or as the context may otherwise clearly require:

6 “Biased policing” means selective enforcement or non-enforcement of the law, including
7 the selecting or rejecting of particular policing tactics or strategies, by a police officer, the effect
8 of which is to adversely affect or differentiate between or among individuals or groups of
9 individuals, because of race, ethnicity, ancestry, religion, caste, national origin, color, creed, age,
10 alienage or citizenship status, immigration status, sex, gender identity, sexual orientation,
11 disability, or political ideology rather than reasonable suspicion grounded in specific and
12 articulable facts, or probable cause, that the individual has been or is about to be involved in a
13 crime. Biased policing does not include using race, ethnicity, color, or any other status in any
14 reliable suspect’s description.

15 * * *

16 Section 21. Section 18.12.280 of the Seattle Municipal Code, last amended by Ordinance
17 126649, is amended as follows:

18 **18.12.280 Discrimination prohibited**

19 A. It is the policy of the City, in the exercise of its police powers for the protection of the
20 public health, safety, and general welfare, and for the maintenance of peace and good
21 government, to assure equal opportunity for full enjoyment and use of park facilities to all
22 persons, free from restrictions because of race, color, sex, marital status, parental status, sexual
23 orientation, gender identity, political ideology, age, creed, religion, ancestry, caste, national

1 origin, citizenship or immigration status, honorably discharged veteran or military status,
2 participation in a Section 8 program, the presence of any disability, the use of a service animal
3 by a disabled person, an individual's actual, potential, perceived, or alleged pregnancy outcomes
4 as defined in Section 14.04.030, or the right of a mother to breastfeed her child.

5 B. It is unlawful for any person occupying or using any park or recreation facility for any
6 event, activity or exhibition open to the public, whether or not under a permit and whether or not
7 an admission or entrance fee is charged, to deny to any other person the full use and enjoyment
8 of such park and recreation facility because of race, creed, color, sex, marital status, parental
9 status, sexual orientation, gender identity, political ideology, age, religion, ancestry, caste,
10 national origin, citizenship or immigration status, honorably discharged veteran or military
11 status, participation in a Section 8 program, the presence of any disability, the use of a service
12 animal by a disabled person, an individual's actual, potential, perceived, or alleged pregnancy
13 outcomes as defined in Section 14.04.030, or the right of a mother to breastfeed her child. In
14 addition to other sanctions, the permit of any person who is convicted of a violation of this
15 Section 18.12.280, for access or use of such park and recreation facility, may be canceled and,
16 after notice and hearing, the Superintendent may order that such person shall not be eligible for
17 any similar permit for access to, or use of, a park and/or recreation facility for a period up to
18 three years.

19 * * *

20 Section 22. The City Council makes the following findings:

21 A. Caste-based discrimination is an international problem affecting more than 250
22 million people across the world;

1 B. Although caste is often associated with Hinduism and India, it transcends religious and
2 geographic boundaries, with caste-based discrimination showing up in Christian, Muslim, Sikh,
3 and other religious communities, all over South Asia, and in Southeast Asian and African
4 communities, including Japan, the Middle East, Nigeria, Somalia, and Senegal;

5 C. The concept of caste and associated discrimination traveled with individuals and
6 communities through these regions and into diasporic communities around the world, including
7 the United States;

8 D. Washington State and Seattle are home to individuals and communities of immigrants,
9 refugees, and diasporic communities from all around the world;

10 E. The City of Seattle is committed to recognizing the dignity of all its residents,
11 including the right of all Seattle residents to live in a City that does not subject them to
12 prejudicial treatment or discrimination;

13 F. Awareness of the experiences of caste-oppressed communities with discrimination has
14 been growing in recent years;

15 G. Testimony submitted to the Council about these experiences are located in Clerk File
16 322573 and demonstrate the City's interest in protecting its residents with marginalized identities
17 as caste-oppressed from discrimination;

18 H. Existing anti-discrimination protections do not fully encompass caste
19 discrimination.

1 Section 23. This ordinance shall take effect and be in force 30 days after its approval by
2 the Mayor, but if not approved and returned by the Mayor within ten days after presentation, it
3 shall take effect as provided by Seattle Municipal Code Section 1.04.020.

4 Passed by the City Council the 21st day of February, 2023,
5 and signed by me in open session in authentication of its passage this 21st day of
6 February, 2023.

7 

8 President Pro Tem of the City Council

9 Approved / returned unsigned / vetoed this 23rd day of February, 2023.

10 

11 Bruce A. Harrell, Mayor

12 Filed by me this 23rd day of February, 2023.

13 

14 Elizabeth M. Adkisson, Interim City Clerk

15 (Seal)