

CITY OF SEATTLE
ORDINANCE 126649
COUNCIL BILL 120374

AN ORDINANCE relating to human rights; including protections against discrimination based on an individual’s actual, potential, perceived, or alleged pregnancy outcomes; and amending Sections 3.14.910, 3.14.931, 3.110.260, 4.80.020, 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, and 18.12.280 of the Seattle Municipal Code.

WHEREAS, on June 24, 2022, the U.S. Supreme Court issued a decision in *Dobbs v. Jackson Women’s Health Organization* (No. 19-1392) overruling the constitutional right to an abortion established by *Roe v. Wade*, 410 U.S. 113, and *Planned Parenthood of Southeastern Pa. v. Casey*, 505 U.S. 833, and repudiating a constitutional right to privacy; and

WHEREAS, the majority opinion in *Dobbs* returns the issue of whether and to what extent to provide access to abortion to the states; and

WHEREAS, in 1991, the people of Washington initiated the Reproductive Privacy Act, which affirms the fundamental right of persons in Washington to privacy with respect to personal reproductive decisions and proscribes the authority of the state to deny or interfere “with a pregnant individual’s right to choose or refuse to have an abortion”; and

WHEREAS, *The New York Times* estimates that after *Dobbs*, with current and likely trigger laws banning abortions in up to 24 states, as many as 17 million persons capable of being pregnant would not have access to local abortion services; and

WHEREAS, sexual and reproductive health and rights organizations estimate that after *Dobbs* Washington will see an increase in persons traveling to the state to seek abortion services; and

1 WHEREAS, through Chapter 65, Laws of 2022, the State amended chapter 9.02 of the Revised
2 Code of Washington (RCW) declaring: “The state shall not penalize, prosecute, or
3 otherwise take adverse action against an individual based on their actual, potential,
4 perceived, or alleged pregnancy outcomes”; and

5 WHEREAS, restricting and/or denying access to abortion services will have a disproportionate
6 impact on poor communities and Black, Indigenous, or people of color (BIPOC)
7 communities; and

8 WHEREAS, The City of Seattle values being an open, welcoming, and inclusive city of
9 opportunity for all its residents, workers, and visitors; and

10 WHEREAS, the City recognizes that everyone has a fundamental right to bodily autonomy
11 including transgender and gender diverse communities; and

12 WHEREAS, the City recognizes that transgender and gender diverse people with the capacity to
13 become pregnant face increased barriers and stigma when accessing abortion services;
14 and

15 WHEREAS, The City of Seattle is committed to recognizing the dignity of all its residents,
16 workers, and visitors, including the right to reside, work, and visit a City that does not
17 subject them to prejudicial treatment or discrimination; 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 126514,
20 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, 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;

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 126514, is amended as follows:

22 **3.14.931 Seattle Human Rights Commission—Duties**

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

4 * * *

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

15 * * *

16 Section 3. Section 3.110.260 of the Seattle Municipal Code, last amended by Ordinance
17 126514, is amended as follows:

18 **3.110.260 Discrimination prohibited**

19 A. Neither council membership nor constituency membership may directly or indirectly
20 be based upon or limited by age, race, color, religion, sex, national origin, citizenship or
21 immigration status, marital status, parental status, sexual orientation, gender identity, genetic
22 information, political ideology, creed, ancestry, honorably discharged veteran or military status,
23 an individual's actual, potential, perceived, or alleged pregnancy outcomes as defined in Section

1 14.04.030, or the presence of any disability; provided, that council positions on a public
2 corporation emphasizing Native American arts or culture or services and programs oriented
3 toward Native Americans may be filled by persons selected by organizations whose funding is
4 substantially derived from public or private grants or federal appropriations available only to
5 organizations controlled by Native Americans.

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

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

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

22 3. Will establish and maintain an affirmative action program to provide equality
23 of employment opportunity and to overcome the effects of past discrimination comparable to that

1 maintained by the City for employment by City departments and agencies, which shall meet the
2 requirements of ~~((Ordinance 101548))~~ Chapter 4.80 and be reviewed on a quarterly basis by the
3 City's Office for Civil Rights, or successor agency(s), and secure its approval; provided, that
4 public corporations employing fewer than four persons shall not be required to comply with the
5 reporting requirements of ~~((Ordinance 101548 as amended))~~ Chapter 4.80; provided, a public
6 corporation emphasizing Native American arts or culture or services and programs oriented
7 toward Native Americans may give preference in employment to Native Americans when a grant
8 agreement with the United States of America or a Tribe generating the employment so specifies.

9 * * *

10 Section 4. Section 4.80.020 of the Seattle Municipal Code, last amended by Ordinance
11 126514, is amended as follows:

12 **4.80.020 Policy((-))**

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

1 employment and advancement opportunities for all qualified persons and obtain a workforce in
2 which such groups are fairly represented.

3 Section 5. Section 6.02.270 of the Seattle Municipal Code, last amended by Ordinance
4 126514, is amended as follows:

5 **6.02.270 Denial, revocation, or refusal to renew license—Generally**

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

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

12 2. Upon the conviction of the person holding such a license of a felony or
13 misdemeanor involving moral turpitude or an intent to defraud, or the conviction of any agents or
14 employees of any felony, or misdemeanor involving an attempt to defraud committed while
15 acting within the scope of their employment; or

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

18 a. Violates any law or ordinance relating to:

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

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

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

22 political ideology, creed, ancestry, color, national origin, citizenship or immigration status, sex,

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

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

5 4) Public morality and decency; or

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

7 1) Conducts the business or activity for which such license was
8 issued in a disorderly or improper manner; or

9 2) Violates any statute of the state or ordinance of the City relating
10 to the business or activity for which such license was issued; or

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

12 4. If the purpose for which the license was issued is being abused to the detriment
13 of the public; or

14 5. If such license is being used for a purpose different from that for which it was
15 issued; or

16 6. If the licensee is in default in any payment of any fee or tax required under
17 Title 5 or this Title 6 (~~of the Seattle Municipal Code~~).

18 7. If the property at which the business is located has been determined by a court
19 to be a chronic nuisance property as provided in Chapter 10.09.

20 No license issued under this (~~sub~~) Subtitle I of Title 6 shall be revoked, denied, or refused
21 to be renewed by the Director except in accordance with the procedure provided in this Subtitle I
22 of Title 6.

23 * * *

1 Section 6. Section 6.202.230 of the Seattle Municipal Code, last amended by Ordinance
2 126514, is amended as follows:

3 **6.202.230 License—Denial, revocation, or refusal to renew—Grounds**

4 A license may be denied, revoked, or not renewed for violation of any ordinance or law that
5 regulates licensed activity in order to further the public interest in public health, safety, and
6 welfare. A license may also be denied, revoked, or not renewed upon a finding that any applicant
7 or licensee, or any owner, officer, or agent thereof:

8 * * *

9 G. Has been determined to have discriminated against any person because of race, color,
10 age, sex, marital status, parental status, sexual orientation, gender identity, political ideology,
11 creed, religion, ancestry, national origin, citizenship or immigration status, honorably discharged
12 veteran or military status, participation in a Section 8 program, the presence of any disability, the
13 use of a service animal by a disabled person, an individual’s actual, potential, perceived, or
14 alleged pregnancy outcomes as defined in Section 14.04.030, or the right of a mother to
15 breastfeed her child, in the course of licensed activity, in violation of a City ordinance, law, rule,
16 or regulation prescribed thereunder; or

17 * * *

18 Section 7. Section 14.04.020 of the Seattle Municipal Code, last amended by Ordinance
19 126514, is amended as follows:

20 **14.04.020 Declaration of policy**

21 A. It is declared to be the policy of the City, in the exercise of its police powers for the
22 protection of the public health, safety, and general welfare, and for the maintenance of peace and
23 good government, to assure equal opportunity to all persons, free from restrictions because of

1 race, color, sex, marital status, sexual orientation, gender identity, genetic information, political
2 ideology, age, creed, religion, ancestry, national origin, citizenship or immigration status,
3 honorably discharged veteran or military status, an individual’s actual, potential, perceived, or
4 alleged pregnancy outcomes, or the presence of any disability. The role of the Office for Civil
5 Rights is to enforce the provisions of this Chapter 14.04 in furtherance of this policy.

6 * * *

7 Section 8. Section 14.04.030 of the Seattle Municipal Code, last amended by Ordinance
8 126514, is amended as follows:

9 **14.04.030 Definitions**

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

11 * * *

12 “Discrimination,” “discriminate,” and/or “discriminatory act” means any act, by itself or
13 as part of a practice, ((which)) that is intended to or results in different treatment or differentiates
14 between or among individuals or groups of individuals by reason of race, color, age, sex, marital
15 status, sexual orientation, gender identity, genetic information, political ideology, creed, religion,
16 ancestry, national origin, citizenship or immigration status, honorably discharged veteran or
17 military status, an individual’s actual, potential, perceived, or alleged pregnancy outcomes, or the
18 presence of any disability. "Discrimination," "discriminate," and/or "discriminatory act" includes
19 harassment, such as racial and sexual harassment, as well as harassment based on other protected
20 classes.

21 * * *

22 “Pregnancy outcomes” means the results of a fertilization event and the results of the
23 ensuing pregnancy as experienced by the individual who is or was pregnant. Examples of

1 outcomes that are the results of a fertilization event include, but are not limited to, live birth,
2 stillbirth, miscarriage, and abortion. Examples of outcomes that are the result of an ensuing
3 pregnancy include, but are not limited to, hyperemesis gravidarum (morning sickness),
4 pregnancy-related anemia, preeclampsia, and perinatal depression.

5 "Race" is inclusive of traits historically associated or perceived to be associated with race
6 including, but not limited to, hair texture and protective hairstyles. For purposes of this
7 definition, "protective hairstyles" includes, but is not limited to, such hairstyles as afros, braids,
8 locks, and twists.

9 * * *

10 Section 9. Section 14.04.040 of the Seattle Municipal Code, last amended by Ordinance
11 126514, is amended as follows:

12 **14.04.040 Unfair employment practices designated**

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

14 * * *

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

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

9 * * *

10 Section 10. Section 14.06.020 of the Seattle Municipal Code, last amended by Ordinance
11 126514, is amended as follows:

12 **14.06.020 Definitions**

13 Definitions as used in this (~~chapter~~) Chapter 14.06, unless additional meaning clearly appears
14 from the context, shall have the meanings subscribed:

15 * * *

16 "Discrimination" means any conduct, whether by single act or as part of a practice, the
17 effect of which is to adversely affect or differentiate between or among individuals or groups of
18 individuals, because of race, color, creed, religion, ancestry, national origin, citizenship or
19 immigration status, age, sex, marital status, parental status, sexual orientation, gender identity,
20 political ideology, honorably discharged veteran or military status, participation in a Section 8
21 program, the presence of any disability, the use of a service animal by a disabled person, an
22 individual's actual, potential, perceived, or alleged pregnancy outcomes as defined in Section

1 14.04.030, or the right of a mother to breastfeed her child. "Discrimination" includes harassment,
2 such as racial and sexual harassment, as well as harassment based on other protected classes.

3 * * *

4 Section 11. Section 14.06.030 of the Seattle Municipal Code, last amended by Ordinance
5 126514, is amended as follows:

6 **14.06.030 Unfair practices**

7 * * *

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

10 1. Requiring, directly or indirectly, any person to pay a larger sum than the usual
11 uniform rates; or

12 2. Refusing or withholding admission, patronage, custom, presence, frequenting,
13 dwelling, staying, or lodging; or

14 3. Denying, directly or indirectly, the full enjoyment of any available goods,
15 services, accommodations, facilities, privileges, or advantages; or

16 4. Printing, circulating, issuing, displaying, posting, mailing, or otherwise
17 causing, directly or indirectly, to be published a statement, advertisement, or sign (~~(which)~~) that
18 indicates directly or indirectly that the full enjoyment of the goods, services, facilities, privileges,
19 advantages, and accommodations will be refused, withheld, denied, or in some manner limited or
20 restricted or that an individual's patronage of or presence at a place of public accommodation is
21 objectionable, unwelcome, unacceptable, or undesirable; or

22 5. Harassing, intimidating, or otherwise abusing any person or person's friends or
23 associates because of race, color, creed, religion, ancestry, national origin, citizenship or

1 immigration status, age, sex, marital status, parental status, sexual orientation, gender identity,
2 political ideology, honorably discharged veteran or military status, participation in a Section 8
3 program, the presence of any disability, the use of a trained dog guide or service animal by a
4 disabled person, an individual's actual, potential, perceived, or alleged pregnancy outcomes as
5 defined in Section 14.04.030, or a mother breastfeeding her child with the purpose or effect of
6 denying to such person the rights granted in this Chapter 14.06; or

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

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

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

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

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

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

1 * * *

2 Section 12. Section 14.08.015 of the Seattle Municipal Code, last amended by Ordinance
3 126514, is amended as follows:

4 **14.08.015 Seattle Open Housing Poster**

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

18 Section 13. Section 14.08.020 of the Seattle Municipal Code, last amended by Ordinance
19 126514, is amended as follows:

20 **14.08.020 Definitions**

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

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, 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, alternative source of income,
6 participation in a Section 8 or other subsidy program, an individual's actual, potential, perceived,
7 or alleged pregnancy outcomes as defined in Section 14.04.030, the presence of any disability, or
8 the use of a service animal by a disabled person. "Discrimination" includes harassment, such as
9 racial and sexual harassment, as well as harassment based on other protected classes.

10 * * *

11 Section 14. Section 14.08.045 of the Seattle Municipal Code, last amended by Ordinance
12 126514, is amended as follows:

13 **14.08.045 Retaliation, harassment, or coercion((=))**

14 * * *

15 B. It is an unfair practice for any person, whether or not acting for profit, to harass,
16 intimidate, discriminate against, or otherwise abuse any person or person's friends or associates
17 because of race, color, creed, religion, ancestry, national origin, citizenship or immigration
18 status, age, sex, marital status, parental status, sexual orientation, gender identity, political
19 ideology, honorably discharged veteran or military status, alternative source of income,
20 participation in a Section 8 or other subsidy program, an individual's actual, potential, perceived,
21 or alleged pregnancy outcomes as defined in Section 14.04.030, the presence of any disability, or
22 the use of a trained dog guide or service animal by a disabled person with the purpose or effect

1 of denying to such person the rights granted in this Chapter 14.08 or the right to quiet or peaceful
2 possession or enjoyment of any real property.

3 * * *

4 Section 15. Section 14.08.070 of the Seattle Municipal Code, last amended by Ordinance
5 126514, is amended as follows:

6 **14.08.070 Unfair inquiries or advertisements**

7 It is an unfair practice for any person to:

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

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

19 2. As to "marital status," for the purpose of determining applicability of
20 community property law to the individual case, or

21 3. As to "age," for the purpose of determining that the applicant has attained the
22 age of majority, or in the case of housing exclusively for older persons as described in subsection
23 14.08.190.E, for the purpose of determining the eligibility of the applicant;

1 B. Publish, print, circulate, issue, or display, or cause to be published, printed, circulated,
2 issued, or displayed, any communication, notice, advertisement, statement, or sign of any kind
3 relating to a real estate transaction or listing of real property (~~(which)~~) that indicates directly or
4 indicates an intention to make any preference, limitation, or specification based on race, color,
5 creed, religion, ancestry, national origin, citizenship or immigration status, age, sex, marital
6 status, parental status, sexual orientation, gender identity, political ideology, honorably
7 discharged veteran or military status, alternative source of income, the participation in a Section
8 8 or other subsidy program, an individual's actual, potential, perceived, or alleged pregnancy
9 outcomes as defined in Section 14.04.030, the presence of any disability, or the use of a service
10 animal by a disabled person.

11 Section 16. Section 14.08.190 of the Seattle Municipal Code, last amended by Ordinance
12 126514, is amended as follows:

13 **14.08.190 Exclusions**

14 Nothing in this Chapter 14.08 shall:

15 * * *

16 B. Be interpreted to prohibit any person from making a choice among prospective
17 purchasers or tenants of real property on the basis of factors other than race, color, creed,
18 religion, ancestry, national origin, citizenship or immigration status, age, sex, marital status,
19 parental status, sexual orientation, gender identity, political ideology, honorably discharged
20 veteran or military status, alternative source of income, participation in a Section 8 or other
21 subsidy program, an individual's actual, potential, perceived, or alleged pregnancy outcomes as
22 defined in Section 14.04.030, the presence of any disability, or the use of a trained dog guide or

1 service animal by a disabled person where such factors are not designed, intended, or used to
2 discriminate;

3 * * *

4 Section 17. Section 14.10.010 of the Seattle Municipal Code, last amended by Ordinance
5 126514, is amended as follows:

6 **14.10.010 Statement of purpose**

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

16 However, to the extent that distinction or differential treatment on the basis of citizenship or
17 immigration status is authorized by federal or state law, regulation, rule, or government contract,
18 it is not unfair practice. The provisions of this Chapter 14.10 shall apply to the City when acting
19 as a contractor and to other contractors, subcontractors, suppliers, material suppliers, bonding
20 agencies, contract agencies, and other business entities doing business in the City, and shall be
21 liberally construed for accomplishment of its policies and purposes.

22 * * *

1 Section 18. Section 14.10.020 of the Seattle Municipal Code, last amended by Ordinance
2 126514, is amended as follows:

3 **14.10.020 Definitions**

4 When used in this (~~chapter~~) Chapter 14.10, unless the context otherwise requires:

5 * * *

6 "Discrimination," "discriminate," and/or "discriminatory act" means any act (other than
7 an action taken in accordance with a lawful affirmative action program) or failure to act whether
8 by itself or as part of a practice, the effect of which is to adversely affect or differentiate between
9 or among individuals or groups of individuals by reason of race, color, age, sex, marital status,
10 sexual orientation, gender identity, political ideology, creed, religion, ancestry, national origin,
11 citizenship or immigration status, honorably discharged veteran or military status, an individual's
12 actual, potential, perceived, or alleged pregnancy outcomes as defined in Section 14.04.030, or
13 the presence of any disability, unless based upon a bona fide occupational qualification.

14 "Discrimination," "discriminate," and/or "discriminatory act" includes harassment, such as racial
15 and sexual harassment, as well as harassment based on other protected classes.

16 * * *

17 Section 19. Section 18.12.280 of the Seattle Municipal Code, last amended by Ordinance
18 126514, is amended as follows:

19 **18.12.280 Discrimination prohibited**

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

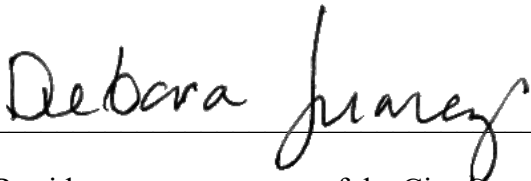
1 orientation, gender identity, political ideology, age, creed, religion, ancestry, national origin,
2 citizenship or immigration status, honorably discharged veteran or military status, participation
3 in a Section 8 program, the presence of any disability, the use of a service animal by a disabled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

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

20 * * *

1 Section 20. 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 9th day of August, 2022,
5 and signed by me in open session in authentication of its passage this 9th day of
6 August, 2022.

7 
8 President _____ of the City Council

9 Approved / returned unsigned / vetoed this 15th day of August, 2022.

10 
11 Bruce A. Harrell, Mayor

12 Filed by me this 15th day of August, 2022.

13 
14 Elizabeth M. Adkisson, Interim City Clerk

15 (Seal)

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Attachments: