



## Legislation Text

**File #:** 190558, **Version:** 0

Amending Chapter 9-1100 of The Philadelphia Code, entitled “Fair Practices Ordinance: Protections Against Unlawful Discrimination,” by adding a new Section 9-1133, to require that institutions or organizations that serve youth adopt and make known policy guidelines providing for non-discriminatory treatment of transgender and gender non-conforming youth, under certain terms and conditions.

*THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:*

SECTION 1. Chapter 9-1100 of The Philadelphia Code shall be amended to read as follows:

### CHAPTER 9-1100. FAIR PRACTICES ORDINANCE: PROTECTIONS AGAINST UNLAWFUL DISCRIMINATION

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§ 9-1133. Uniform Policy of Non-Discrimination as to Transgender and Gender Non-conforming Youth.

(1) Definitions. For purposes of this Section 9-1133, the following definitions shall apply:

“Gender Nonconforming.” A term describing individuals whose gender expression or gender identity falls outside the traditional male-female definitions.

“Institutions Serving Youth.” Entities or organizations that provide educational, recreational, residential, or similar services to youth, in a setting in which the institution is responsible for the care of a youth population and for adopting and enforcing general rules of conduct.

“Transgender.” Individuals whose self-determined gender identity is different from the sex classification assigned to them at birth.

“Youth.” A collective term applied to individuals who are less than 18 years of age.

(2) Policy Requirements.

(a) All Institutions Serving Youth within the City shall adopt policy guidelines for the appropriate and nondiscriminatory treatment of transgender and gender non-conforming youth which meet or exceed the policy of the School District of Philadelphia, No. 252, entitled “Transgender and Gender Non-Conforming Students” or any superseding policies the District may adopt, as may be further provided by the Commission by regulation.

(b) The institution shall regularly provide appropriate training for its staff in the

administration of the policy, and shall also make the policy known to its staff and to the youth population served by the institution in English and the primary languages of youth who commonly access the institution, by posting the written policy in a location accessible to all and on any organizational website, and by such other notification measures as the institution determines will reasonably provide notice of the policy; and by any additional means that the Commission may require by regulation.

SECTION 2. This Ordinance shall be effective 90 days after it is signed into law.