File #: 250849, **Version:** 1

Amending Chapter 9-1100 of The Philadelphia Code, entitled "Fair Practices Ordinance: Protections Against Unlawful Discrimination," to explicitly protect employees from discrimination on the basis of menstruation, perimenopause, and menopause, all under certain terms and conditions.

THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:

SECTION 1. Title 9 of The Philadelphia Code is hereby amended as follows:

TITLE 9. REGULATION OF BUSINESSES, TRADES AND PROFESSIONS

* * *

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

* * *

§ 9-1102. Definitions.

(1) For purposes of this Chapter the following terms shall have the following meanings:

* * *

(e) Discrimination. Any direct or indirect practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, differentiation or preference in the treatment of a person on the basis of actual or perceived race, ethnicity, color, sex (including pregnancy, childbirth, or a related medical condition), *menstruation, perimenopause, menopause*, reproductive health autonomy, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, source of income, familial status, genetic information or domestic or sexual violence victim status, or other act or practice made unlawful under this Chapter or under the nondiscrimination laws of the United States or the Commonwealth of Pennsylvania. Discrimination on the basis of race shall include discrimination based on characteristics commonly associated with race, including hairstyles.

* * *

§ 9-1103. Unlawful Employment Practices

(1) It shall be an unlawful employment practice to deny or interfere with the employment opportunities of an individual based upon such individual's race, ethnicity, color, sex (including pregnancy, childbirth, or a related medical condition), *menstruation, perimenopause, menopause,* reproductive health autonomy, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, familial status,

genetic information, or domestic or sexual violence victim status, including, but not limited to, the following:

* * *

§ 9-1128. Unlawful Employment Practices Based Upon Reproductive Health Autonomy[,]*;* Pregnancy, Childbirth, and Related Medical Conditions*; or Menstruation, Perimenopause, or Menopause*.

(1) It shall be an unlawful employment practice for an employer to fail to provide reasonable accommodations to an employee for needs related to reproductive health autonomy[,]*;* pregnancy, childbirth, or a related medical condition[,]; *or menstruation, perimenopause, or menopause, if the symptoms of menstruation, perimenopause, or menopause substantially interfere with an employee's ability to perform one or more job functions,* provided (i) the employee requests such accommodations and (ii) such accommodations will not cause an undue hardship to the employer.

* * *

SECTION 2. This Ordinance shall be effective January 1, 2027.

Explanation:

[Brackets] indicate matter deleted.
Italics indicate new matter added.

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