



Legislation Text

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Amending Chapter 9-1100 of The Philadelphia Code, entitled "Fair Practices Ordinance: Protections Against Unlawful Discrimination," to add protections against discrimination on the basis of citizenship and immigration status, 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 to read as follows:

TITLE 9. REGULATION OF BUSINESSES, TRADES AND PROFESSIONS

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§ 9-1102. Definitions.

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

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(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, *citizenship or immigration status*, 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.

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(dd) Citizenship or immigration status. The status of a being a person who:

(.1) Is a citizen or national of the United States, including a person who holds United States citizenship in addition to citizenship of another country; or

(.2) Has migrated to and is neither a citizen nor national of the United States, including, but not limited to, persons with status as lawful permanent residents, refugees, asylees, unauthorized immigrants, and persons having temporary protected status.

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§ 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), reproductive health autonomy, sexual orientation, gender identity, religion, national origin, ancestry, *citizenship or immigration status*, age, disability, marital status, familial status, genetic information, or domestic or sexual violence victim status, including, but not limited to, the following:

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§ 9-1106. Unlawful Public Accommodations Practices.

(1) It shall be an unlawful public accommodations practice to deny or interfere with the public accommodations opportunities of an individual or otherwise discriminate based on his or her race, ethnicity, color, sex, sexual orientation, gender identity, religion, national origin, ancestry, *citizenship or immigration status*, disability, marital status, familial status, or domestic or sexual violence victim status, including, but not limited to, the following:

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§ 9-1108. Unlawful Housing and Real Property Practices.

(1) It shall be an unlawful housing and real property practice to deny or interfere with the housing accommodation, commercial property or other real property opportunities of an individual or otherwise discriminate based on race, ethnicity, color, sex, sexual orientation, gender identity, religion, national origin, ancestry, *citizenship or immigration status*, disability, marital status, age, source of income, familial status, or domestic or sexual violence victim status, including, but not limited to, the following:

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§ 9-1135. *Exemptions Related to Citizenship or Immigration Status.*

Notwithstanding any other provision of this Chapter, it shall not be an unlawful practice to engage in any conduct based on a person's citizenship or immigration status where such conduct is expressly authorized or required by federal or state law, regulation, rule, or government contract.

SECTION 2. This Ordinance shall be effective immediately.

Explanation:

Italics indicate new matter added.