

FACTS ABOUT THE PROPOSED REVISION OF MURRAY'S HUMAN RIGHTS ORDINANCE

DO YOU KNOW... the Murray Human Rights Ordinance has not been significantly revised since 1970 [45 years]?

DO YOU KNOW... that sexual orientation and gender identity are not covered categories under the federal or state civil rights acts?

DO YOU KNOW... that sexual orientation and gender identity are not covered categories relative to employment, housing, and public accommodations in the current Murray Human Rights ordinance? [This means that a worker may be fired for their actual or perceived sexual orientation or gender identity, may not be able to secure housing, or may not be able to eat in a restaurant or shop in a store.]

DO YOU KNOW... that sexual orientation and gender identity protections are needed in Murray's ordinance because some people still experience discrimination based on their perceived or actual sexual orientation or gender identity? People are fired from their job, denied housing or the right to be served in a restaurant or be in a public park not because of misbehavior but because of whom they love or how they identify their gender.

DO YOU KNOW... that instances of discrimination based on sexual orientation and gender identity have occurred in Murray, the friendliest small town in America?

DO YOU KNOW... that the current human rights ordinance does not clearly provide a uniform process for complaints related to ordinance violations to be filed? The revised ordinance spells out a process for filing complaints.

DO YOU KNOW... the Murray Human Rights Commission proposed revision to the ordinance has included exemptions related to sexual orientation and gender identity for religious institutions, associations, and organizations operated for charitable and educational purposes that are owned or operated by a religious entity?

DO YOU KNOW... that instead of hurting businesses in Murray, data shows that employers now see inclusive diversity policies as good for business? Many corporations such as Walmart, Kroger, Cracker Barrel, Dollar General, Big Lots, Office Depot and Panera Bread have inclusive policies.

DO YOU KNOW... that if these categories were to be added to the ordinance, the City of Murray would not be overwhelmed with complaints? If added, the City could expect about one complaint every two years. This is, in part, because most complaints would be resolved through mediation and never proceed to a full hearing and investigation. Only about one complaint every 20 years would require a full hearing and investigation.

DO YOU KNOW... that the proposed civil penalty for being found to have violated the ordinance would be no less than \$100.00 and no more than \$500.00 plus costs for the hearing could be assessed? Again, however, most complaints would be resolved through mediation. There would be no cost to the City in most cases. Anyone unhappy with the resolution could appeal the decision to the Calloway County Circuit Court.