

## **ORDINANCE 2003**

### **AN ORDINANCE AMENDING THE CODE OF ORDINANCES OF THE CITY OF ANKENY, IOWA, BY ADDING PROVISIONS PERTAINING TO CHAPTER 31 HUMAN RIGHTS COMMISSION**

**BE IT ENACTED** by the City Council of the City of Ankeny, Iowa:

**SECTION 1. NEW CHAPTER.** Chapter 31, Human Rights Commission, is hereby added as follows:

#### **31.01. PURPOSE.**

The purpose of this chapter is to establish a nonjudicial Human Rights Commission consistent with the Iowa Civil Rights Act; to recognize the authority of the Iowa Civil Rights Commission and foster use of its procedures and programs; and to proclaim a public policy of nondiscrimination by securing freedom from discriminatory practices, protecting individual dignity, ensuring their full productive capacities, preserving the public safety, health, and general welfare, and promoting the interests, rights, and privileges of individual citizens within the City.

#### **31.02. DEFINITIONS.**

When used in this chapter, unless the context otherwise requires:

**COMMISSION:** The Ankeny Human Rights Commission created by this chapter.

**COMMISSIONER:** A member of the commission.

**PERSON:** One or more individuals, partnerships, associations, corporations, legal representatives, trustees, receivers, and the State of Iowa and all political subdivisions and agencies thereof.

#### **31.03. COMMISSION APPOINTED.**

A. The City Human Rights Commission shall consist of five (5) members appointed by the Mayor with approval of the City Council. Appointments shall take into consideration the various racial, religious, cultural, and social groups and geographical areas within the City insofar as may be practicable.

B. The term of appointment shall be three (3) years from January 1 of the year in which the appointment is made, except that for the purpose of maintaining an appropriate staggering of terms, the Mayor may prescribe a shorter term for any appointment or reappointment. In the event that a vacancy occurs in the membership of the commission by death, resignation or

otherwise prior to the normal expiration of the appointee's term, the Mayor, with the approval of the City Council, shall appoint a person to serve out the remainder of the unexpired term.

C. Any member or all members of the commission may be removed from office at any time by the Mayor with the approval of the City Council. The commission shall annually elect one of its members to be Chairperson.

D. The members of the commission shall serve without salary, wages or other compensation provided that they may receive reimbursement for actual and necessary expenses incurred as allowed by the City Council pursuant to such procedures and policies for the reimbursement of expenses as shall be established by the City from time to time.

E. The members of the commission shall meet as needed to carry out the purpose of the commission. The members shall establish such procedures and policies as needed for that purpose.

### **31.04. POWERS AND DUTIES.**

The commission's powers and duties include:

A. Studying the existence, character, causes, and extent of discrimination within the City because of race, creed, color, sex, sexual orientation, gender identity, national origin, religion, ancestry or disability, and to attempt the elimination of such discrimination by education and understanding.

B. Promoting good will among the various racial, religious, and ethnic groups within the City and to minimize or eliminate discriminatory practices.

C. Providing intake assistance for complaints from individuals who may be victims of discriminatory practices and refer such complaints to the Iowa Civil Rights Commission for investigation and adjudication.

D. With approval of the City Council and with the assistance of the City staff, receiving administering, dispensing and accounting for any City funds that may be allocated, any donations that may be voluntarily contributed to the commission, or any grants that may be awarded to the commission for furthering the purposes of this chapter.

E. Making recommendations to the City Council for such further legislation concerning discrimination because of race, creed, color, sex, sexual orientation, gender identity, national origin, religion, ancestry or disability as it may deem necessary and desirable.

F. Preparing and transmitting to the City Manager, Mayor and City Council from time to time, as deemed necessary by the commission, through written report or oral presentation to the City Council, describing its activities and functions.

**SECTION 2. SEVERABILITY CLAUSE.** If any section, provision or part of this ordinance shall be adjudged invalid or unconstitutional, such adjudication shall not affect the validity of the ordinance as a whole or any section, provision or part thereof not adjudged invalid or unconstitutional.

**SECTION 3. WHEN EFFECTIVE.** This ordinance shall be in effect from and after its final passage, approval and publication as provided by law.

PASSED at Ankeny, Iowa, this 3<sup>rd</sup> day of February, 2020.

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Gary Lorenz, Mayor

ATTEST:

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Denise L. Hoy, City Clerk

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