

ORDINANCE NO. 05-08-25-01

AN ORDINANCE AMENDING THE JOHNSON COUNTY HUMAN RIGHTS ORDINANCE TO  
UPDATE CERTAIN DEFINITIONS AND TO ADD CERTAIN PROTECTIONS REGARDING  
REPRODUCTIVE HEALTH CARE

Section I. Purpose. The purpose of this ordinance is to modernize and update certain definitions as well as to add protections regarding reproductive health care.

Section II. Amendments.

- A. Article 4:5.3 is amended by adding the following definitions:

Aggrieved person. Any person who claims to have been injured or continues to be injured by a discriminatory practice. In the case of real property, an aggrieved person can also be someone who "will be injured" by discriminatory housing practice (s).

Discriminate or discrimination includes all unequal treatment of any person by reason of race, creed, religion, color, sex, sexual or affectional orientation, gender identity, national origin, ancestry, familial status, age, disability, marital status, or status with regard to public assistance. For purposes of discrimination based on sex, it includes sexual harassment.

To rent includes to lease, to sublease, to let and otherwise to grant for consideration the right to occupy premises not owned by the occupant.

- B. Article 4:5.3 is amended by modifying the following definitions:

Gender Identity or Expression means a gender-related identity of a person, regardless of the person's assigned sex at birth.

Sexual Orientation means a person's actual or perceived sexuality - having or being perceived as having an emotional or physical attachment or attraction to another adult person or having or being perceived as having a disposition for such attachment or attraction. This may include, but is not limited to, lesbian, gay, straight, bisexual, asexual, and queer.

- C. Article 4:5.4(A)(4)(a) is amended by adding "or termination of pregnancy" after the word "pregnancy" so that it reads:

A written or unwritten employment policy or practice which excludes employment to applicants or employees because of the employee's pregnancy or termination of pregnancy is a prima facie violation of this article.

- D. Article 4:5.4(A)(4)(b) is amended by adding "abortion" after the word "miscarriage" so that it reads:

Disabilities caused or contributed to by the employee's pregnancy, miscarriage, abortion, childbirth, and recovery there from are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment or any written or unwritten employment

policies and practices involving terms and conditions of employment as applied to other temporary disabilities.

E. Article 4:5.7(B)(4) is amended to change “family” to “familial status”. As amended, it reads:

On the basis of sex, the application of any rule concerning the actual or potential parental, familial status, or marital status of a person, or the exclusion of any person from any program or activity or employment because of pregnancy or related conditions dependent upon the physician's diagnosis and certification.

F. Article 4:5.9 is amended by adding the following as the first sentence:

The following shall be an unfair or discriminatory practice:

Section III. Repealer. All other ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.

Section IV. Savings Clause. If any section, provision, or part of this ordinance shall be adjudged invalid, illegal, 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, illegal or unconstitutional.

Section V. Effective Date. This ordinance shall be in effect after its final passage and publication as part of the proceeding of the Board of Supervisors.

Adopted on May 8, 2025

/s/ V Fixmer-Oraiz, Vice Chairperson  
Board of Supervisors

ATTEST:  
/s/ Julie Persons, Auditor  
Johnson County, Iowa

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