

ORDINANCE NO. 09-03-26-01

AN ORDINANCE AMENDING THE JOHNSON COUNTY HUMAN RIGHTS ORDINANCE TO
ADD A DEFINITION OF SEX STEREOTYPING

SECTION I. PURPOSE. The purpose of this ordinance is to add a definition of sex stereotyping.

SECTION II. AMENDMENT.

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

Sex stereotyping means relying on, enforcing, or penalizing departure from any assumption, norm, or expectation regarding how a person of a particular sex should appear, dress, speak, behave, or present themselves. Discrimination on the basis of sex includes any adverse treatment of a person because that person does not conform, or is perceived not to conform, to such expectations, regardless of whether the nonconformity is partial, complete, or intermittent. It is no defense that the respondent was unaware of the complainant's sex, or applied a uniform standard, if that standard derives from norms associated with a particular sex.

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 All other ordinances or parts of ordinances in conflict with the provisions of this ordinance are hereby repealed.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 proceedings of the Board of Supervisors.

/s/ Jon Green, Chairperson
Board of Supervisors

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

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