

City of Cincinnati
An Ordinance No. _____

IMD

EESW

- 2022

MODIFYING the provisions of Chapter 914, “Unlawful Discriminatory Practices,” of the Cincinnati Municipal Code by **AMENDING** Section 914-1-S1, “Sex”; and **ORDAINING** new Section 914-1-S2, “Sexual or Reproductive Health Decisions.”

WHEREAS, the City of Cincinnati wishes to be a welcoming and inclusive environment for all people and therefore seeks to prohibit wrongful discrimination in all forms; and

WHEREAS, the Cincinnati Municipal Code occasionally must be updated to provide rights and protections that express the intention and purpose of the laws of the City of Cincinnati; and

WHEREAS, legislative bodies throughout the United States have taken action to expand their protections regarding an individual’s sexual or reproductive health decisions; and

WHEREAS, Council desires to update Chapter 914 of the Cincinnati Municipal Code, “Unlawful Discriminatory Practices,” to provide protections regarding an individual’s sexual or reproductive health decisions; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That existing 914-1-S1, “Sex,” of the Cincinnati Municipal Code is hereby amended to read as follows:

Sec. 914-1-S1. - Sex,

“Sex,” as well as phrases such as “based on sex” or “because of sex,” shall include but not be limited to a person’s sex assigned at birth; sexual orientation; sex characteristics; gender identity; gender expression; pregnancy, childbirth, or related medical condition; breastfeeding status; sexual or reproductive health decisions; and all forms of “sex” and sex stereotypes recognized under the Civil Rights Act of 1964, as amended.

Section 2. That existing Section 914-1-S1, “Sex,” of the Cincinnati Municipal Code is hereby repealed.

Section 3. That new Section 914-1-S2, “Sexual or Reproductive Health Decisions,” of the Cincinnati Municipal Code is hereby added and ordained to read as follows:

Sec. 914-1-S2. - Sexual or Reproductive Health Decisions.

For the purposes of Chapter 914, the term “sexual or reproductive health decisions” means any decision by an individual to receive or not receive services or products related to sexual and reproductive health including, but not limited to, contraception, sterilization, fertility treatment or procedures, pregnancy testing, family planning services or counseling, abortion, sexually transmitted disease testing or prevention or treatment, hormone therapy including that which alters gender expression or affirms gender identity, or medical treatments that affirm gender identity. Nothing in this provision shall be construed to require an employer to provide health insurance benefits for sexual or reproductive health services or products that are not otherwise required by federal, state, or local law.

Section 4. That this ordinance shall take effect and be in force from and after the earliest period allowed by law.

Passed: _____, 2022

Aftab Pureval, Mayor

Attest: _____
Clerk

Deletions are indicated by strikethrough; additions are indicated by underline.