

1 **BOARD BILL NO. 203 INTRODUCED BY:**

2 **ALDERWOMAN MEGAN-ELLYIA GREEN**

3 **AND ALDERMAN AND ALDERWOMEN INGRASSIA, SPENCER,**

4 **COHN, AND CARTER**

5 An ordinance amending the antidiscrimination law of the City of St. Louis to add
6 pregnancy and reproductive health decisions as protected classes by amending Sections
7 One, Five, Seven, Eight, and Nine of Ordinance 67119, approved June 13, 2006; and
8 containing a severability clause and an emergency clause.

9 **WHEREAS**, pursuant to Board Rule 54, the proposed amendments to Ordinance
10 67119 are set out in boldface in the body of this bill.

11 **BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:**

12 **SECTION ONE.** Section Two of Ordinance 67119, approved June 13, 2006, is
13 hereby amended to read as follows:

14 Section Two. Definition of Terms.

15 As used in this ordinance, unless a different meaning clearly appears from the
16 context in which used, the following terms and phrases shall be taken to have the
17 meaning ascribed to them in this section, to wit:

18 (1) "Academic, professional or vocational school" includes any person who
19 trains and teaches individuals to engage in any trade, business, profession, calling or
20 vocational pursuit.

21 (2) "Act" means the federal Fair Housing Act, 42 U.S. C. 3601, et seq.

December 2, 2016

Page 1 of 28

Board Bill No. 203

Sponsored by Alderwoman Megan-Ellyia Green
And Alderwomen and Aldermen Ingrassia, Spencer, Cohn, Carter

1 **(3) “Adverse employment action” includes but is not limited to**
2 **termination, demotion or refusal to promote or advance, loss of career specialty,**
3 **reassignment to a different shift, reduction of wages or benefits, refusal to provide**
4 **training opportunities or transfer to a different department, adverse administrative**
5 **action, or any other penalty, disciplinary or retaliatory action.**

6 (34) "Age" means an age of forty or more years but less than seventy years,
7 except that it shall not be an unlawful employment practice for an employer to require the
8 compulsory retirement of any person who has attained the age of sixty-five and who, for
9 the two-year period immediately before retirement, is employed in a bona fide executive
10 or high policy-making position, if such person is entitled to an immediate nonforfeitable
11 annual retirement benefit from a pension, profit sharing, savings or deferred
12 compensation plan, or any combination of such plans, of the employer, which equals, in
13 the aggregate, at least forty-four thousand dollars.

14 (45) "Agency" means the St. Louis Civil Rights Enforcement Agency.

15 (56) "Aggrieved person" includes any person who:

16 (a) claims to have been injured by a discriminatory housing practice; or

17 (b) believes that such person will be injured by a discriminatory housing
18 practice that is about to occur.

19 (67) "Commission" means the St. Louis Civil Rights Enforcement
20 Commission;

21 (78) "Commissioner" means a member of the St. Louis Civil Rights
22 Enforcement Commission.

1 (89) "Complainant" shall mean a person who has filed a complaint with the
2 Agency alleging that another person has engaged in a prohibited discriminatory practice,
3 or a person who has joined in such a complaint after its initial filing.

4 (910) "Conciliation" means the attempted resolution of issues raised by a
5 complaint, or by the investigation of such complaint, through informal negotiations
6 involving the aggrieved person, the respondent and the Commission and/or the
7 Commission's agent.

8 (4011) "Conciliation agreement" means a written agreement setting forth the
9 resolution of the issues in conciliation.

10 (4112) As used in '9(C)(2)(c) of this ordinance, the term "Covered Multifamily
11 Dwelling" means:

12 (a) buildings consisting of 4 or more units if such buildings have one or more
13 elevators; and

14 (b) ground floor units in other buildings consisting of 4 or more units.

15 (4213) "Director" means the Executive Director of the St. Louis Civil Rights
16 Enforcement Agency.

17 (4314) "Disability" or "Handicap" means, with respect to a person:

18 (a) a physical or mental impairment which substantially limits one or more of
19 such person's major life activities;

20 (b) a record of having such impairment; or

21 (c) being regarded as having such an impairment, but such term does not
22 include current, illegal use of or addiction to a controlled substance (as defined by

1 Section 195.010 R.S.Mo.), however, a person may be considered to be disabled if that
2 person:

3 (i) Has successfully completed a supervised drug rehabilitation program
4 and is no longer engaging in the illegal use of, and is not currently addicted to, a
5 controlled substance or has otherwise been rehabilitated successfully and is no longer
6 engaging in such use and is not currently addicted;

7 (ii) Is participating in a supervised rehabilitation program and is no longer
8 engaging in illegal use of controlled substances; or

9 (iii) Is erroneously regarded as currently illegally using, or being addicted
10 to, a controlled substance.

11 ~~(415)~~ "Discriminatory housing practice" or "Discriminatory practice" means
12 an act that is unlawful under section 3604, 3605, 3606, or 3617 of the Fair Housing Act,
13 or is otherwise prohibited by the provisions of this ordinance.

14 ~~(4516)~~ "Dwelling" means any building, structure, or portion thereof which is
15 occupied as, or designed or intended for occupancy as, a residence by one or more
16 families, and any vacant land which is offered for sale or lease for the construction or
17 location thereon of any such building, structure, or portion thereof.

18 ~~(4617)~~ "Employer" included any person who employs six or more persons
19 exclusive of that person's parents, spouse or children.

20 ~~(4718)~~ "Employment agency" includes any person undertaking for
21 compensation to procure opportunities to work or to procure, recruit, refer or place
22 employees.

1 ~~(1819)~~ "Familial status" means one or more individuals (who have not attained
2 the age of 18 years) being domiciled with--

3 (a) a parent or another person having legal custody or such individual or
4 individuals; or

5 (b) the designee of such parent or other person having such custody, with the
6 written permission of such parent or other person;

7 The protection afforded by this ordinance against discrimination on the basis of
8 familial status shall apply to any person who is pregnant or is in the process of securing
9 legal custody of any individual who has not attained the age of 18 years.

10 ~~(1920)~~ "Family" includes a single individual.

11 ~~(2021)~~ "Financial Institution" means bank, banking organization, mortgage
12 company, insurance company, investment company or other lender to whom application
13 is made for financial assistance for the purchase, lease, acquisition, construction,
14 rehabilitation, repair, maintenance, or improvement of real property, or an individual
15 employed by or acting on behalf of or as agent of any of these.

16 ~~(2122)~~ "Gender Identity or Expression" means an inner sense of being a specific
17 gender, or the expression, intended or unintended, of a gender identity by verbal
18 statement, appearance, or mannerisms, or other gender-related characteristics of an
19 individual with or without regard to the individual's designated sex at birth.

20 ~~(2223)~~ As used in ' 9(C)(3)(c) of this ordinance, the term "Housing for Older
21 Persons" means housing:

1 (a) provided under any state or federal program that the Secretary of the
2 United States Department of Housing and Urban Development has determined is
3 specifically designed and operated to assist elderly persons;

4 (b) intended for, and solely occupied by, persons 62 years of age or older; or

5 (c) intended and operated for occupancy by at least one person 55 years of
6 age or older per unit:

7 (i) in which at least eighty percent of the units are occupied by at least one
8 person 55 years of age or older; and

9 (ii) for which management has published and adheres to policies and
10 procedures which demonstrate an intent by the owner or manager to provide housing for
11 persons 55 years of age or older.

12 (d) that complies with rules issued by the Secretary for verification of
13 occupancy, which shall:

14 (i) provide for verification by reliable surveys and affidavits; and

15 (ii) include examples of the types of policies and procedures
16 relevant to a determination of compliance with the requirement of clause
17 (ii) above. Such surveys and affidavits shall be admissible in
18 administrative and judicial proceedings for the purposes of such
19 verification.

20 (e) housing shall not fail to meet the requirements for housing for older
21 persons by reason of:

1 (i) persons residing therein as of September 13, 1988 who do not meet the
2 age requirements set out in subparagraphs (b) or (c) of this definition, provided that new
3 occupants of such housing do meet said age requirements; or

4 (ii) unoccupied units, provided that such units are reserved for persons
5 who meet the relevant age requirement of subparagraphs (b) or (c) of this definition.

6 ~~(2324)~~ "Individual" means one or more individuals.

7 ~~(2425)~~ "Labor organization" includes any organization which exists for the
8 purpose, in whole or in part, of collective bargaining or of dealing with employers
9 concerning grievances, terms or conditions of employment, or for other mutual aid or
10 protection in relation to employment.

11 ~~(2526)~~ "Person" includes one or more individuals, partnerships, associations,
12 unincorporated organizations, corporations, mutual companies, joint stock companies,
13 legal representatives, trusts, trustees, labor organizations, fiduciaries, trustees in
14 bankruptcy, and/or receivers.

15 ~~(2627)~~ "Places of Public Accommodation" means all places or businesses
16 offering or holding out to the general public services or facilities for the comfort, health
17 and safety of such general public, including, but not limited to, public places providing
18 food, shelter, recreation and amusement.

19 ~~(2728)~~ "Prevailing party" has the same meaning as such term has in 42 U.S.C. '
20 1988 and ' 802(o) of the Act.

21 ~~(2829)~~ "Real Estate Broker" or "Real Estate Salesman" means any person,
22 whether licensed or not, who, on behalf of others, for a fee, commission, salary or other

1 valuable consideration, or who with the intention or the expectation of receiving or
2 collecting the same, lists, sells, purchases, exchanges, rents or leases real estate, or the
3 improvement thereon, including options, or who negotiates or attempts to negotiate on
4 behalf of others such an activity; or who advertises or holds himself out as engaged in
5 such activities; or who negotiates or attempts to negotiate on behalf of others, a loan
6 secured by mortgage or other encumbrance upon a transfer of real estate, or who is
7 engaged in the business of charging an advance fee or contracting for collection of a fee
8 in connection with a contract whereby he undertakes to promote the sale, purchase,
9 exchange, rental or lease of real estate through its listing in a publication issued primarily
10 for such purpose; or an individual employed by or acting on behalf of any of these.

11 For the purpose of this Section, a person shall be deemed to have engaged in
12 the activities set out above if:

13 (i) the person has, within the preceding twelve (12) months, participated as a
14 principal in three (3) or more transactions involving such activities; or

15 (ii) the person has, within the preceding twelve (12) months, participated as
16 agent, other than in connection with the person's own personal residence, in two (2) or
17 more transactions involving such activities; or

18 (iii) the person is the owner of any Dwelling designed or intended for
19 occupancy by, or occupied by, five (5) or more families.

20 (2930) "Realty" includes real estate, lands, buildings, structures, housing
21 accommodations, dwellings, tenements, leaseholds, cooperatives, condominiums, and
22 hereditaments, corporeal or incorporeal, or any interest in the above.

1 **(31) "Reproductive health decision" means any decision related to the use**
2 **or intended use of a particular drug, device, or medical service, including the use or**
3 **intended use of contraception or fertility control or the planned or intended**
4 **initiation or termination of a pregnancy.**

5 ~~(3032)~~ "Respondent" shall mean a person or other entity who is alleged to have
6 engaged in a prohibited discriminatory practice in a complaint filed with the Agency, or a
7 person or other entity who has been substituted for the originally named respondent, or a
8 person or other entity who has been added as a party respondent, subsequent to the initial
9 filing of the complaint, pursuant to investigation conducted by the Agency; provided,
10 however, that substituted or added persons or entities shall be notified as required in
11 Section 810(a) of the Fair Housing Act.

12 ~~(3133)~~ "Secretary" means the Secretary of Housing and Urban Development.

13 ~~(3234)~~ "State" means any of the several States, the District of Columbia, the
14 Commonwealth of Puerto Rico, or any of the territories and possessions of the United
15 States.

16 ~~(3335)~~ "To rent" includes to lease, to sublease, to let and otherwise to grant for
17 a consideration the right to occupy premises not owned by the occupant.

18 **SECTION ONE.** Section Five of Ordinance 67119, approved June 13, 2006, is
19 hereby amended to read as follows:

20 Section Five. Function and Duties of the Commission.

21 (1) The Commission shall act in an advisory capacity to the Mayor, the Board of
22 Aldermen and the Director for the purposes of furthering amicable relations among the

1 various segments of the population, which together comprise the citizenry of the City of
2 St. Louis; to help preserve and further the good name of St. Louis for tolerance and fair
3 play and promote better relations among its people; to help make it possible for each
4 ~~citizen~~ **all residents**, regardless of race, color, religion, sex, age, disability, **their**
5 **reproductive health decisions, pregnancy status (including childbirth or a related**
6 **medical condition)**, marital status, familial status, sexual orientation, gender identity or
7 expression, national origin or ancestry, or legal source of income to develop talents and
8 abilities without limitation; and to aid in permitting the community to benefit from the
9 fullest realization of its human resources. In order to accomplish the objectives herein set
10 out, the Commission shall advise and confer with the Mayor and other officers of the City
11 on problems affecting human and inter-group relations; make studies, surveys and
12 investigations to provide accurate data for orderly and constructive community
13 development, and to recommend such measures as are deemed necessary to carry out the
14 objectives for which the commission has been created; consult with and obtain
15 cooperation and coordinated effort on the part of all agencies, both private and public,
16 which function in the field of human relations, schools, law enforcement agencies,
17 welfare organizations, youth and similar groups; utilize the resources of individuals and
18 groups toward the improvement of inter-group relations; enlist all potential community
19 forces in an effort to make more secure and to extend democratic rights, opportunities
20 and practices; influence and encourage community support for educational programs; and
21 where appropriate, draft, propose or support legislation designed to: (a) combat those
22 misconceptions, prejudices and untruths which tend to set group against group; (b) reduce

December 2, 2016

Page 10 of 28

Board Bill No. 203

Sponsored by Alderwoman Megan-Ellyia Green
And Alderwomen and Aldermen Ingrassia, Spencer, Cohn, Carter

1 tensions created by ignorance and bigotry; and (c) eliminate discriminatory practices
2 arising from prejudice.

3 (2) The Commission shall review the record made in a contested case before a
4 hearing officer, consider the recommended findings of fact, conclusions of law and order
5 of said hearing officer and shall thereafter accept or amend the recommended findings of
6 fact, conclusions of law and order. Such action may be taken by a panel of not less than
7 three members of the Commission, and any order made by such panel shall become the
8 final order of the Commission. Neither the retention of hearing officers pursuant to
9 Section Eight hereof nor the appointment of such panel shall be construed as a delegation
10 or contracting out of the Commission's decision-making authority to a non-governmental
11 authority in violation of 24 C.F.R. 115.202(f). In any contested case, the final
12 determination shall be made solely by the Commission.

13 **SECTION TWO.** Section Seven of Ordinance 67119, approved June 13, 2006, is
14 hereby amended to read as follows:

15 Section Seven. Powers and Duties of the Commission.

16 The commission is hereby empowered:

17 (1) to recommend action to safeguard all individuals within the jurisdiction from
18 discrimination because of race, marital status, familial status, **pregnancy status**
19 **(including childbirth or a related medical condition), their reproductive health**
20 **decisions**, sexual orientation, gender identity or expression, sex, color, age, religion,
21 disability, national origin or ancestry, or legal source of income;

1 (2) upon recommendation of the Director, to accept grants, gifts, or bequests, public or
2 private, to help finance the activities of the Commission or Civil Rights Enforcement
3 Agency and to enter into cooperative arrangements with other jurisdictions or agencies
4 for the production and dissemination of educational materials and/or programs;

5 (3) to enact by a majority vote of its members such rules and regulations as it may
6 deem necessary for governance of the Commission and to carry out the functions
7 assigned to it hereunder. Such rules and regulations shall be signed by the Chairman and
8 attested to by the Director. Once so signed and attested, rules and regulations
9 promulgated by the Commission shall be transmitted to the Missouri Commission on
10 Human Rights for review. Upon approval by the Missouri Commission, a copy of said
11 rules and regulations shall be filed with the Register of the City of St. Louis;

12 (4) to render to the Mayor and the Board of Aldermen a full written report of all of its
13 activities and of its recommendations on an annual basis;

14 (5) to advise and consult with the Civil Service Commission and local offices
15 controlled by state statute to effectuate the policies of this ordinance and applicable
16 federal laws;

17 (6) to appoint a panel composed of not less than three members of the Commission, or
18 to act as the Commission as a whole, to review the record made before a hearing officer
19 in a contested hearing, to review that hearing officer's proposed findings of fact,
20 conclusions of law and order, and to accept or amend such proposed findings of fact,
21 conclusions of law and order, which shall become a final order of the Commission; and

22 (7) to issue such affirmative orders in contested cases as authorized by state statute.

1 **SECTION THREE.** Section Eight of Ordinance 67119, approved June 13, 2006,
2 is hereby amended to read as follows:

3 Section Eight. Powers and Duties of the Executive Director.

4 The Executive Director is hereby empowered:

5 (1) to provide for execution within the City of St. Louis of the policies
6 embodied in this ordinance, the Federal Civil Rights Act of 1964, as amended, the
7 Federal Fair Housing Act of 1968, as amended and Chapter 213 of the Revised Statutes
8 of the State of Missouri;

9 (2) to receive, initiate, investigate, make probable cause findings with regard to,
10 and make recommendations concerning, violations of equal employment, fair housing
11 and/or public accommodation provisions of Chapter 213 of the Revised Statutes of the
12 State of Missouri, as authorized therein, and/or of ordinances, orders, or resolutions
13 forbidding discrimination which have been adopted or enacted by the City;

14 (3) issue subpoenas to compel the attendance of witnesses and the production of
15 evidence relevant to the matter in question for investigatory and determinative purposes
16 and to enforce such subpoena in Circuit Court;

17 (4) to write, edit and produce educational materials and to arrange, sponsor,
18 promote and/or participate in educational programs intended to reduce or eliminate bias
19 or discrimination against persons or groups based upon the race, color, sex, disability,
20 national origin, ancestry, familial status or size, **pregnancy status (including childbirth**
21 **or a related medical condition), reproductive health decisions**, religion or sexual

1 orientation, gender identity or expression, or legal source of income of such person or
2 group;

3 (5) to enter into deferral or other cooperative working agreements with the
4 United States Equal Employment Opportunity Commission, United States Department of
5 Housing and Urban Development, Missouri Commission on Human Rights, and/or any
6 other federal, state or local agency which is empowered to take action, enter into
7 agreements, or make grants for the purpose of reducing or eliminating discrimination.

8 (6) to refer a matter under its jurisdiction to the Missouri Commission on
9 Human Rights for initial action or review;

10 (7) should a finding of probable cause be made and the Director be unable to
11 successfully conciliate the complaint, to issue administrative charges of violation of this
12 ordinance;

13 (8) to recommend to the Commission acceptance of grant agreements, gifts and
14 bequests;

15 (9) to hire attorneys to act as hearing officers to hold hearings on charges issued
16 by the Director;

17 (10) where a hearing is held before the Commission on a charge issued by the
18 Director, to present evidence and testimony before the Commission relative to such
19 charge;

20 (11) to refer potential ordinance violations to the City Counselor for
21 prosecution in municipal court;

1 (12) if the Director determines at any time subsequent to filing of a complaint
2 that prompt judicial action is necessary to effectuate the purposes of the equal
3 employment, fair housing or public accommodation provisions of Chapter 213 of the
4 Revised Statutes of the State of Missouri and/or of ordinances, orders or resolutions
5 forbidding discrimination which have been adopted or enacted by the City, the Director
6 may authorize the City Counselor to file a civil action seeking issuance of an appropriate
7 temporary restraining order or other injunctive relief. Upon receiving notice of such
8 authorization, the City Counselor shall promptly file and maintain such action in the
9 Missouri Circuit Court. The filing of such an action shall in no way affect or interfere
10 with the initiation of a complaint or continuation of administrative proceedings thereon,
11 pursuant to the provisions of this ordinance;

12 (13) to delegate any of his powers or duties provided for by this or any other ordinance
13 to one or more staff employees of the Agency, except that (a) all charges referred to the
14 Commission for hearing must be signed by the Director and (b) all subpoenas issued
15 pursuant hereto must also be signed by the Director.

16 **SECTION FOUR.** Section Nine of Ordinance 67119, approved June 13, 2006, is
17 hereby amended to read as follows:

18 Section Nine. Prohibited Discriminatory Practices.

19 (A) Discriminatory practices, as defined and established by this section, are
20 prohibited. Any person engaging in a prohibited discriminatory practice shall be guilty of
21 an ordinance violation, which shall be punishable in the manner set out in Section 17 of
22 this ordinance.

1 (B) DISCRIMINATION IN EMPLOYMENT. It shall be a prohibited
2 discriminatory employment practice:

3 (1) For an employer to fail or refuse to hire, to discharge or otherwise to
4 discriminate against any ~~individual~~ **individuals** with respect to compensation or the
5 terms, conditions or privileges of employment, because of race, color, age, religion, sex,
6 **their reproductive health decisions, pregnancy status (including childbirth or a**
7 **related medical condition)**, familial status, disability, sexual orientation, gender identity
8 or expression, national origin or ancestry.

9 (2) **For an employer to take any adverse employment action against**
10 **an employee based on the use of any drug, device, or medical service related to**
11 **reproductive health by an employee or employee's dependent.**

12 (23) For a labor organization to exclude or expel from membership, or
13 otherwise to discriminate against any ~~applicant~~ **applicants** or ~~member~~ **members**, because
14 of race, color, age, religion, sex, **their reproductive health decisions, pregnancy status**
15 **(including childbirth or a related medical condition)**, familial status, disability, sexual
16 orientation, gender identity or expression, national origin or ancestry of any applicant or
17 member;

18 (34) For an employment agency to fail or refuse to refer for employment,
19 or otherwise to discriminate against any ~~individual~~ **individuals** because of race, color,
20 age, religion, sex, **their reproductive health decisions, pregnancy status (including**
21 **childbirth or a related medical condition)**, familial status, disability, sexual orientation,
22 gender identity or expression, national origin or ancestry of said individual;

1 (45) For an employer, labor organization or employment agency to print or
2 circulate or cause to be printed or circulated, any statement, advertisement or publication,
3 or to make any inquiry in connection with prospective employment, which expresses
4 directly or indirectly any preference, limitation, specification or discrimination because of
5 race, color, age, religion, sex, **reproductive health decisions, pregnancy status**
6 **(including childbirth or a related medical condition)**, familial status, sexual
7 orientation, gender identity or expression, disability, national origin or ancestry, unless
8 based upon a bona fide occupational qualification.

9 (56) Notwithstanding paragraphs 1, 2, 3 and 4 of subsection B of this
10 section, the age prohibition shall be limited to individuals who are at least forty (40) years
11 of age, but less than seventy years of age.

12 (67) For an academic, professional or vocational school to exclude or
13 expel from enrollment, or otherwise to discriminate against any applicant or student,
14 because of the race, color, religion, familial status, disability, sexual orientation, gender
15 identity or expression, national origin or ancestry of said applicant or student.

16 (78) For an academic, professional or vocational school to or circulate or
17 cause to be printed or circulated, a statement, advertisement or publication, or to use any
18 form of application for admission to said school, or to make any inquiry in connection
19 with prospective enrollment in said school, which expresses directly or indirectly any
20 preference, limitation, specification, or discrimination because of race, color, religion,
21 sexual orientation, gender identity or expression, familial status, disability, national origin
22 or ancestry.

1 (89) It shall not be an unlawful employment practice for a school, college,
2 university or other educational institution which is, in whole or in substantial part, owned,
3 supported, controlled or managed by a particular religion, or by a particular religious
4 corporation, association, or society, if the curriculum of such school, college, university
5 or other educational institution is substantially directed toward the propagation or
6 teaching of a particular religion, for such school, college, university or educational
7 institution to consider the religion of an applicant in making a hiring decision for a
8 teaching or counseling position, a professorship, or a position involving supervision of
9 teachers, counselors or professors.

10 (910) Nothing contained in this ordinance shall be interpreted to require
11 any employer, employment agency, labor organization, or joint labor management
12 committee subject to this ordinance to grant or accord preferential treatment to any
13 individual or group because of the race, color, national origin or ancestry of such
14 individual or group because or on account of an imbalance which may exist with respect
15 to the total number or percentage of persons of any race, color, religion, sex, sexual
16 orientation, gender identity or expression, familial status, disability, national origin or
17 ancestry employed by any employer, referred or classified for employment by any
18 employment agency or labor organization, admitted to membership or classified by any
19 labor organization, or admitted to, or employed in, any apprenticeship or other training
20 program, in comparison with the total number or percentage of persons of such race,
21 color, religion, sexual orientation, gender identity or expression, familial status,

1 disability, national origin or ancestry in this community, or in the available work force in
2 this community.

3 (C) DISCRIMINATION IN PROVISION OF HOUSING OR REALTY.

4 (1) Prohibited Discriminatory Housing or Realty Practices. It shall be a
5 prohibited housing or realty practice and shall constitute a discriminatory housing
6 practice:

7 (a) For any person, including, without limitation any real estate broker,
8 salesman or agent, or any employee thereof, to discriminate against any ~~individual~~
9 **individuals** because of race, color, religion, sex, sexual orientation, gender identity or
10 expression, **their reproductive health decisions, pregnancy status (including**
11 **childbirth or a related medical condition)**, familial status, legal source of income,
12 disability, national origin or ancestry, with respect to the use, enjoyment or transfer, or
13 prospective use, enjoyment or transfer, of any interest whatsoever in realty, or with
14 respect to the terms, conditions, privileges or services granted or rendered in connection
15 therewith, or with respect to the making or purchasing of loans for the purchase or
16 maintenance of residential real estate or loans in the secondary market, or the provision
17 of other financial assistance, or with respect to the terms, conditions, privileges or
18 services granted or rendered in connection with any interest whatsoever in realty, or with
19 respect to the making of loans secured by residential real estate;

20 (b) For any person, including, without limitation, any banking, money
21 lending, credit securing or other financial institution, or any officer, agent or employee
22 thereof, to discriminate against any ~~individual~~ **individuals** because of race, **pregnancy**

1 **status (including childbirth or a related medical condition)**, marital status, familial
2 status, color, religion, sex, **their reproductive health decisions**, sexual orientation,
3 gender identity or expression, disability, national origin or ancestry, with respect to the
4 granting or withholding of credit or financial assistance, or the extending or renewing of
5 credit or financial assistance, or modifying of rates, terms, conditions, privileges or other
6 provisions of credit or financial assistance, or services retained or rendered, in connection
7 with the transfer or prospective transfer of any interest whatsoever in realty, or in
8 connection with the construction, repair, improvement or rehabilitation of realty;

9 (c) For any real estate broker, salesman or agent, or any employee thereof,
10 or any other person seeking financial gain thereby, directly or indirectly to induce or
11 solicit, or attempt to induce or solicit, the transfer of any interest whatsoever in realty, by
12 making or distributing, or causing to be made or distributed, any statement or
13 representation concerning the entry or prospective entry into the neighborhood of a
14 person or persons of a particular race, color, religion, sex, sexual orientation, gender
15 identity or expression, disability, **reproductive health decision, pregnancy status**
16 **(including childbirth or a related medical condition)**, familial status, national origin or
17 ancestry or with a particular source of lawful income;

18 (d) For any person to refuse to sell or rent after the making of a bona fide
19 offer, or to refuse to negotiate the sale or rental of, or otherwise make unavailable or deny
20 a dwelling to any ~~person~~ **persons** because of race, color, religion, sex, **their**
21 **reproductive health decisions, pregnancy status (including childbirth or a related**

1 **medical condition**), familial status, legal source of income, disability, sexual orientation,
2 gender identity or expression, national origin or ancestry;

3 (e) For any person to discriminate against any other person in the terms,
4 conditions, or privileges of sale or rental of a dwelling, or in the provision of services or
5 facilities in connection therewith, because of race, color, religion, sex, **reproductive**
6 **health decisions, pregnancy status (including childbirth or a related medical**
7 **condition)**, familial status, legal source of income sexual orientation, gender identity or
8 expression, disability, national origin, or ancestry;

9 (f) For any person to make, print, or publish, or cause to be made, printed,
10 or published any notice, statement, or advertisement, with respect to the sale or rental of a
11 dwelling that indicates any preference, limitation, or discrimination based on race, color,
12 religion sex, **reproductive health decisions, pregnancy status (including childbirth or**
13 **a related medical condition)**, familial status, lawful source of income, sexual
14 orientation, gender identity or expression, disability, national origin, or ancestry, or an
15 intention to make any such preference, limitation, or discrimination;

16 (g) For any person to represent to another person because of race, color,
17 religion, sex, **reproductive health decisions, pregnancy status (including childbirth**
18 **or a related medical condition)**, familial status, lawful source of income, sexual
19 orientation, gender identity or expression, disability, national origin, or ancestry that any
20 dwelling is not available for inspection, sale, or rental w hen such dwelling is, in fact, so
21 available;

1 (h) For any person to deny any other person access to or membership or
2 participation in any multiple-listing service, real estate brokers' organization or other
3 service, organization or facility relating to the business of selling or renting dwellings, or
4 to discriminate against him in the terms or conditions of such access, membership, or
5 participation on account of race, color, religion sex, **reproductive health decisions,**
6 **pregnancy status (including childbirth or a related medical condition),** familial
7 status, sexual orientation, gender identity or expression, disability, national origin, or
8 ancestry.

9 (i) Notwithstanding the foregoing, a person engaged in the business of
10 furnishing appraisals of real property may take into consideration factors other than race,
11 color, religion, national origin, sex, sexual orientation, gender identity or expression,
12 handicap, **reproductive health decisions, pregnancy status (including childbirth or a**
13 **related medical condition)** or familial status.

14 (2) Discrimination Against Persons With Disabilities. For purposes of this
15 subsection, the term "discriminatory practice" includes:

16 (a) discrimination against any person in the terms, conditions, or privileges
17 of sale or rental of a dwelling, or in the provision of services or facilities in connection
18 with such dwelling, or in the sale or rental or otherwise making unavailable or denying a
19 dwelling to any buyer or renter because of a handicap of:

20 (i) that person; or

21 (ii) a person residing in or intending to reside in that dwelling after it is
22 so sold, rented, or made available; or

1 (iii) any person associated with that person, provided, however, that a
2 refusal to make available a unit for rent shall not be a discriminatory practice if such
3 potential renter, the person with one or more disabilities, or a person on behalf of a
4 person with disabilities seeks modifications to the rental property but the potential renter
5 is unable or unwilling to pay the expense of such modifications or provide the agreement
6 to restore the premises, where it is reasonable to do so, in accordance with the provisions
7 of subparagraph 2(b) below.

8 (b) a refusal to permit, at the expense of a person with disabilities, or
9 another person on behalf of a person with disabilities, reasonable modifications of
10 existing premises occupied or to be occupied by such person with disabilities, if such
11 modifications may be necessary or desirable to afford the person with disabilities full
12 enjoyment of the premises, except that, in the case of a rental unit, the landlord may,
13 where it is reasonable to do so, condition permission for a modification on the renter
14 agreeing to restore the interior of the premises to the condition that existed before the
15 modification, reasonable wear and tear excepted;

16 (c) a refusal to make reasonable accommodations in rules, policies,
17 practices, or services, when such accommodation may be necessary to afford such person
18 an equal opportunity to use and enjoy a dwelling; and

19 (d) in connection with the design and construction of a covered
20 multifamily dwelling for first occupancy after March 13, 1991, a failure to design and
21 construct such dwelling, in a manner that complies with the Fair Housing Act and its
22 implementing regulations.

1 Notwithstanding the above, compliance with the appropriate requirements of
2 the American National Standard for buildings and facilities providing accessibility for
3 persons with physical disabilities (commonly cited as "ANSI A117.1") suffices to satisfy
4 certain requirements of the Fair Housing Act and its implementing regulations, and
5 nothing in this section shall require a dwelling to be made available to a person whose
6 occupancy would cause a direct threat to the health or safety of other individuals or
7 would result in substantial physical damage to the property of others.

8 (3) Exemptions.

9 (a) None of the provisions of subsection (C) of section 9, except
10 subparagraph (C)(1)(f) thereof, shall apply to:

11 (i) any single-family house sold or rented by an owner, provided that:
12 such private individual owner does not own more than three single-family dwellings at
13 any one time; that in the case of the sale of any single-family dwelling by a private owner
14 who was not the most recent resident of such house prior to such sale, the exemption
15 granted herein shall apply only with respect to one such sale within any twenty-four
16 month period, if such bona fide private individual owner does not own any interest in, nor
17 is there owned or reserved any interest on his behalf, under any express or voluntary
18 agreement, title to or rental of, or any right to all or a portion of the proceeds from the
19 sale or rental of, more than three single-family dwellings at one time; the sale or rental of
20 any single family dwelling shall be excepted from the application of this subsection only
21 if such house is sold or rented (A) without the use in any manner of the sales or rental
22 facilities or the sales or rental services of any real estate broker, agent, or salesman, or of

1 such facilities or services of any person in the business of selling or renting dwellings, or
2 of any employee or agent of any such broker, agent, salesman, or of such facilities or
3 services of any person in the business of selling or renting dwellings, or of any employee
4 or agent of any such broker, and (B) without the publication, posting or mailing, after
5 notice, of any advertisement or written notice in violation of paragraph (1)(f) of this
6 subsection; except that nothing herein shall prohibit the use of attorneys, escrow agents,
7 abstractors, title companies, and other such professional assistance as necessary to perfect
8 or transfer title; or

9 (ii) rooms or units in dwellings containing living quarters occupied or
10 intended to be occupied by no more than four families living independently of each other,
11 if the owner actually maintains and occupies one of such living quarters as his residence.

12 (b) Nothing in subsection (C) of section 9 shall prohibit a religious
13 organization, association, or society, or any nonprofit institution or organization operated,
14 supervised or controlled by or in conjunction with a religious organization, association, or
15 society, from limiting the sale, rental or occupancy of dwellings which it owns or
16 operates for other than a commercial purpose to persons of the same religion, or from
17 giving preference to such person, unless membership in such religion is restricted on
18 account of race, color, national origin or disability. Nor shall anything in this subchapter
19 prohibit a private club not in fact open to the public, which as an incident to its primary
20 purpose or purposes provides lodgings which it owns or operates for other than a
21 commercial purpose, from limiting the rental or occupancy of such lodgings to its
22 members or from giving preference to its members.

1 (c) The provisions of subsection (C) of section 9 regarding familial status
2 shall not apply with respect to housing for older persons.

3 (D) DISCRIMINATION IN PUBLIC ACCOMMODATIONS.

4 It shall be a prohibited discriminatory public accommodation practice for any
5 person, including without limitation, any owner, lessee, manager, proprietor, custodian,
6 agent or employee of a place of public accommodation, to discriminate against any
7 individual because of race, color, religion, sexual orientation, gender identity or
8 expression, familial status, legal source of income, disability, national origin or ancestry,
9 with respect to the terms, conditions and privileges of access to or with respect to the
10 uses, services and enjoyment of a place of public accommodation.

11 (E) DISCRIMINATION IN CITY ACTIVITIES OR PROGRAMS.

12 No person shall, on the ground of race, marital status, color, age, religion,
13 sexual orientation, gender identity or expression, familial status, disability, national origin
14 or ancestry, be excluded from participation in, be denied the benefits of, or be subjected
15 to discrimination under any program or activity receiving funding or other financial
16 assistance or relief directly or indirectly from the City of St. Louis.

17 (F) UNLAWFUL INTIMIDATION OR RETALIATION.

18 It shall be a prohibited discriminatory practice for any person, directly or
19 indirectly, to discriminate, coerce, intimidate, threaten, interfere with, or retaliate against
20 any person because he has: opposed any practice made unlawful by this Ordinance; has
21 exercised his rights, or encouraged another to exercise his rights under this Ordinance; or
22 because he has filed a complaint, cooperated with an investigation of an alleged

1 prohibited discriminatory practice, testified at a hearing held by the Commission, or
2 otherwise assisted in any proceeding under this Ordinance.

3 (G) UNLAWFUL INTERFERENCE.

4 It shall be unlawful to interfere with any person in the exercise or enjoyment of,
5 or on account of his having exercised or enjoyed, rights granted and protected by this
6 ordinance.

7 (H) EXEMPTIONS.

8 1. Nothing in this Ordinance shall limit the applicability of any reasonable
9 local, State or Federal restrictions regarding the maximum number of occupants
10 permitted to occupy a dwelling, nor shall any provision of this Ordinance regarding
11 familial status apply with respect to Housing for Older Persons.

12 2. Nothing in this Ordinance shall prohibit conduct against a Person because
13 such Person has been convicted by any court of competent jurisdiction of the illegal
14 manufacture or distribution of a controlled substance as defined by State and Federal law.

15 3. A Person shall not be held personally liable for monetary damages for a
16 violation of this Ordinance if such Person reasonably relied, in good faith, on the
17 application of the exemption under this section relating to Housing for Older Persons. For
18 the purpose of this subparagraph 3, a Person may only show good faith reliance on the
19 application of this exemption by showing that:

20 (a) such Person has no actual knowledge that the facility or community is
21 not or will not be eligible for such exemption; and

1 (b) the facility or community has stated formally, in writing, that the
2 facility or community complies with the requirements for such exemption.

3 **SECTION FIVE.** Severability Clause. The provisions of this ordinance shall be
4 severable. In the event that any provision of this ordinance is found by a court of
5 competent jurisdiction to be unconstitutional, the remaining provisions of this ordinance
6 are valid unless the court finds the valid provisions of this ordinance are so essentially
7 and inseparably connected with, and so dependent upon, the void provision that it cannot
8 be presumed that the Board of Aldermen would have enacted the valid provisions without
9 the void ones or unless the Court finds that the valid provisions, standing alone, are
10 incomplete and incapable of being executed in accordance with the legislative intent.

11 **SECTION SIX.** Emergency Clause. This being an ordinance for the
12 preservation of public peace, health and safety, it is hereby declared to be an emergency
13 measure within the meanings of Sections 19 and 20 of article IV of the Charter of the
14 City of St. Louis and therefore shall become effective immediately upon its passage and
15 approval by the Mayor.