

2.04 GENDER IDENTITY NON-DISCRIMINATION

Rule

The City of Portland ~~and the Auditor's Office~~ prohibits discrimination on the basis of gender identity and gender expression. Gender identity refers to a person's internal, deeply-felt sense of being male, female, or something other or in-between, regardless of the sex they were assigned at birth. Gender expression refers to an individual's characteristics and behaviors (such as appearance, dress, mannerisms, speech patterns, and social interactions) that may be perceived as masculine, feminine or other. No person shall be discriminated against based on the individual's gender identity or gender expression in any aspect of employment including but not limited to recruitment, selection, hiring, wages, hours, benefits, assignment or promotion.

The ~~City Auditor's Office~~ will not tolerate disrespectful language or behavior from its employees toward anyone. Every person shall be addressed in a manner that is consistent with the person's expressed preference. This includes the use of a person's preferred pronoun or lack of pronoun, as well as preferred name, even if it is different from the person's legal name. The refusal of managers, supervisors, co-workers and other employees to address individuals in a manner consistent with their expressed preference will not be tolerated.

Gender-Specific Facilities

The City will make reasonable efforts to accommodate all employees who use gender-specific City facilities.

All City employees shall have access to use City bathroom facilities corresponding to their gender identity or gender expression. The employee decides which bathroom facility to use. In facilities, such as locker rooms, where undressing in the presence of others may be unavoidable, the City will make reasonable efforts to accommodate the privacy concerns of all users.

All City employees using gender-specific facilities where undressing in the presence of others may be unavoidable are expected to deal with each other in a respectful and responsible manner.

Dress Codes

All ~~Auditor's Office~~City employees are expected to maintain a neat and professional appearance. Employees are permitted to dress consistent with their gender identity or gender expression.

Resources

The ~~Bureaus' assigned Human Resources Business Partners are~~Management Services manager is available to respond to questions regarding this rule. The City's Diversity Outreach and Employment Resources Office is also available as a resource.

Administrative Rule History

~~Adopted by Council March 6, 2002, Ordinance No. 176302~~
~~Effective April 5, 2002~~
~~Revised November 4, 2011~~
~~Revised April 25, 2016~~