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**AUHR 2.04 GENDER IDENTITY NON-DISCRIMINATION**

**Rule**

The City of Portland and the Auditor's Office prohibit 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 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 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 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.

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## Human Resources Rule Information and History

Questions about this administrative rule may be directed to the [Management Services Division](#) of the Auditor's Office.

Adopted by the City Auditor December 11, 2017.

Adapted from City of Portland Human Resources Administrative Rule 2.04 Gender Identity Non-Discrimination.

Adopted by Council March 6, 2002, Ordinance No. 176302.

Last revised April 25, 2016.