

CHAPTER 11

HUMAN RIGHTS COMMISSION

1-11-1: FINDINGS, DECLARATION OF POLICY AND PURPOSES:

A. Findings: The city council finds that arbitrary and unfair discrimination against any person, whether resident or visitor, in the city adversely affects the health, welfare, peace and safety of the community, in particular, but not limited to, any discrimination because of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, age, sexual orientation, and familial status. Discrimination demeans the dignity of persons, threatens the rights and privileges of the inhabitants of this city, and menaces the institutions and foundations of democracy.

B. Declaration Of Policy And Purpose: It is the public policy of the city and the purpose of this chapter:

1. To encourage all persons, whether individual or corporate, to join in establishing and preserving full and true equality among all residents and visitors in the city;
2. To provide any person having a complaint with regard to discrimination or denial of equal opportunity or treatment with the right to appear before a local commission and be heard with regard to the complaint;
3. To declare, as civil rights, the rights of all persons to equal opportunities in obtaining employment, education, housing, public accommodations, public services and credit, in particular, but not limited to, equal opportunity without regard to a person's race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, age, sexual orientation, or familial status;
4. To seek an end to any arbitrary and unfair discriminatory practices existing in the city with regard to education, employment, housing, public accommodations, public service and credit, in particular, but not limited to, any discriminatory practices based on race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, age, sexual orientation, or familial status;
5. To protect all persons from unfounded charges of discrimination; and
6. To effectuate the foregoing policy by means of public information and education, mediation, conciliation and arbitration. (Ord. 2005-26, 10-3-2005)

1-11-2: HUMAN RIGHTS ACT ADOPTED BY REFERENCE:

A. Definitions: The definitions under the Minnesota human rights act, as such definitions and section may be from time to time amended, supplemented or replaced, are hereby adopted and by reference made a part of this chapter as completely as if set out herein in full and shall be applicable within the city.

B. Exemptions: The exemptions listed in the Minnesota human rights act, as such exemptions and section may be from time to time amended, supplemented or replaced, are hereby adopted and by reference made a part of this chapter as completely as if set out herein in full and the sections of this chapter shall not be applicable thereto.

C. Unfair Discriminatory Practices: The unfair discriminatory practices listed in the Minnesota human rights act, as such practices and section may be from time to time amended, supplemented or replaced, are hereby adopted and by reference made a part of this chapter as completely as if set out herein in full and shall be applicable within the city. The adoption of these practices is not meant to limit complaints with regard to discrimination or denial of equal opportunity or treatment that may be heard under this chapter but rather to concur with the state of Minnesota as to certain particular unfair discriminatory practices. (Ord. 2005-26, 10-3-2005)

1-11-3: HUMAN RIGHTS COMMISSION:

A.Establishment: There is hereby established a human rights commission for the city of Moorhead.

B.Purpose: The purpose of the commission is to secure for all persons, whether residents or visitors, equal opportunity in education, employment, housing, public accommodations, and public services, and full participation for all Moorhead citizens in the affairs of this community.

C.Composition, Appointment, Removal And Compensation:

1. The commission shall be comprised of representation from significant minority populations within the community as well as various institutional and community groups.

2. The commission shall consist of eleven (11) members with one member from each of the four (4) wards in the city, six (6) members at large, and one city council member designated by the mayor, in accordance with the city's policies for appointments and removal for citizen advisory groups. At least four (4) of the eleven (11) commission members shall be persons representative of minority populations and other groups which historically have or presently are being discriminated against or denied equal opportunity or treatment with regard to employment, education, housing, public accommodations, public services, and credit with at least three (3) of the four (4) members representing different minority populations and the other groups referenced in this subsection. The human rights commission will include one youth member at large age twelve (12) to eighteen (18).

3. Members of the commission shall serve without compensation.

D.Terms Of Members, Vacancies: The eleven (11) members of the commission will be appointed for a term of three (3) years. A member of the commission serves until the member's successor is appointed and qualifies. A member of the commission may not serve more than two (2) full three (3) year terms. Any member appointed to complete a partial term will be eligible thereafter for appointment to two (2) additional full three (3) year terms.

E.Meetings, Officers, And Annual Report:

1. The commission shall meet monthly upon a regular schedule adopted by it, and may meet additionally at the call of its chair or any two (2) members.

2. The commission shall, at its annual meeting in February, elect a chair and vice chair.

3. The commission shall make a regular report of its activities to the mayor and the council each year, and shall submit such report in writing annually before April 1. The report shall include a listing of all speaking engagements and other educational activities of the commission; the number of commission meetings held, together with the names of those in attendance; the activities of commission subcommittees; and such other information as the commission may deem appropriate.

F. Commission Duties And Responsibilities:

1. The commission shall foster, through education and public information, general awareness and understanding of human rights issues and laws in the community.

2. The commission shall enlist the cooperation of the agencies, organizations, and individuals in the community, and shall cooperate with the human and civil rights agencies of other communities in an active program directed to create equal opportunities and equal rights for all persons, in particular, but not limited to, equal opportunities and equal rights for persons regardless of their race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, age, sexual orientation, or familial status.

3. The commission shall annually recognize individuals and groups for their contribution to furthering human rights in the community.

4. The commission shall advise the mayor, city council, and city manager on human relations and civil rights issues and recommend to the mayor, city council and city manager the adoption of such specific policies or actions as are needed to provide for full equal opportunity in the community. Upon request, the commission may provide similar such advice and recommendations to the board of education and superintendent of Independent School District 152.

5. The commission shall call such meetings, hearings and conferences as may be needed to effectuate the purposes and policies of this chapter.

6. The commission shall govern its own affairs and adopt reasonable rules of practice and procedures, provided, that any such rules and any amendments thereto, prior to taking effect, shall be approved by the city council.

7. The commission shall not seek to impose penalties nor shall any penalties be imposed by the city under this chapter.

8. The commission shall inform any persons seeking to resolve their disputes through the commission of their rights to pursue a claim through the Minnesota department of human rights as well as to voluntarily participate in any dispute resolution mechanism that may be adopted by the city council's and the commission's joint decision such as a human rights concern process.

9. The commission may conduct a human rights concern process to help resolve disputes involving residents of or visitors to Moorhead. (Ord. 2005-26, 10-3-2005)