

Resolution of the Board of County Commissioners
Of La Porte County, Indiana
No. 2020-15 hailing landmark U.S. Supreme Court ruling
Recognizing LGBTQ employees as protected against
Employment discrimination under Title VII of the Civil
Rights Act of 1964

WHEREAS, this body adopted, at the recommendation of Commissioner Dr. Vidya Kora in 2015 an ordinance (No. 2015-03) establishing a county nondiscrimination policy and reaffirmed a commitment then that no vendor, contractor, grant recipient or anyone receiving public benefits of any kind from the county should discriminate on the basis of race, religion, color, disability national origin, age and we specifically referenced sexual orientation and gender identity in such ordinance, and

WHEREAS, La Porte County also requested both the Indiana General Assembly and Governor to add sexual orientation and gender identity as protected classes in state law in that same ordinance adopted over five years ago, and

WHEREAS, until this week, La Porte County had no ability to call on federal law to enforce its prohibition against discrimination based on sexual orientation and gender identity, and

WHEREAS, the U.S. Supreme Court this week handed down a landmark 6-3 opinion in the case of *Bostock v. Clayton County* which now holds that an employer who fires an individual merely for being gay or transgender violates Title VII of the Civil Rights Act of 1964, and

WHEREAS, writing for the majority, Supreme Court Justice Neil Gorsuch explained that when “sex plays a necessary and undisguisable role” in an employer’s decision to “fire an individual for being homosexual or transgender,” then that is “exactly what Title VII forbids.”

WHEREAS, Indiana is one of 29 states that currently allow some form of discrimination on the basis of sexual orientation or gender identity in employment, housing or public accommodations, and

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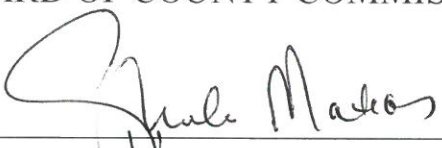
WHEREAS, this Commission is committed to providing a workplace free of inappropriate treatment of any employee because of that employee's race, sex, age, color, religion, national origin, disability, sexual orientation and gender identity and


WHEREAS, the principle we sought some five years ago - to enshrine legal protection of LGBTQ individuals into federal law - has now been recognized by the highest court in our land,

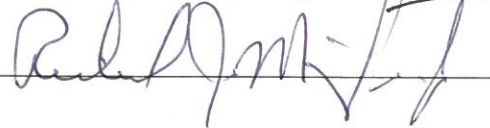
NOW THEREFORE WE HAIL THE DECISION WRITTEN BY JUSTICE NEIL GORSUCH AND APPROVED BY A 6-3 MAJORITY OF THE U.S. SUPREME COURT PROTECTING GAY AND TRANSGENDER WORKERS FROM UNFAIR FIRINGS AND DISCRIMINATION IN THE WORKPLACE.

All of which is resolved this 17th day of June, 2020.

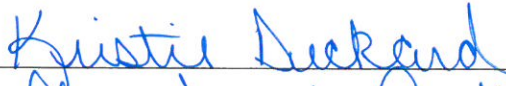
BOARD OF COUNTY COMMISSIONERS







Attest:



Chief Deputy Auditor

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