



AMERICAN CIVIL LIBERTIES UNION OF UTAH FOUNDATION, INC
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Mayor Becker
Mayor's Office
PO Box 145474
Salt Lake City, UT 84114-5474
mayor@slcgov.com

August 20, 2009

Re: Salt Lake City's Proposed Non-Discrimination Ordinance

Dear Mayor Becker,

The ACLU of Utah applauds your efforts to introduce a Salt Lake City ordinance seeking to prevent discrimination, particularly on the basis of sexual orientation and gender identity. As Salt Lake City grows and becomes more diverse, so too must our laws evolve to properly accommodate and protect us all.

As you know, the ACLU of Utah considers the guarantee of equal rights to all in Utah to be one of its paramount concerns. In particular, our organization has championed efforts to ensure the equal treatment of all Utahns, including members of the LGBT community. In that vein, the ACLU of Utah has frequently represented LGBT members in lawsuits to assure equal treatment under the law, and has worked at the legislature to support the introduction of statewide legislation to prevent discrimination on the basis of sexual orientation and gender identity.

As your office's Human Rights Commission Discrimination Report highlights, and as we can also substantiate based on complaints we continue to receive regularly, discrimination exists in our community. Without legal protections, members of the LGBT community in particular are vulnerable to unequal treatment. At the workplace and in the home, Utahns should feel that laws are in place to restrict the ability to discriminate against them unfairly. Likewise, our community as a whole benefits from having a robust workforce and diverse society comprised of Utahns of all race, color, sex, age, religion, sexual orientation and gender identity.

We feel that your decision to expand current city law to prohibit discrimination on the basis of sexual orientation *and* gender identity to be a needed improvement. In doing so, Salt Lake City will join the growing list of communities that recognize that diversity makes our community richer and that discrimination based on differences hurts us all.

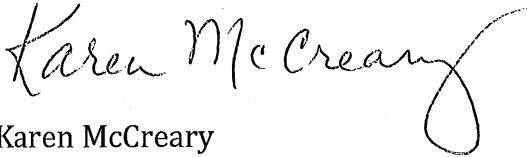
We hope that in the process of drafting this ordinance you take into account the fact that Salt Lake City's business community includes many smaller sized businesses and organizations. Accordingly, we encourage you to define the "small employer"

definition narrowly, such that this ordinance will provide meaningful protection to city residents.

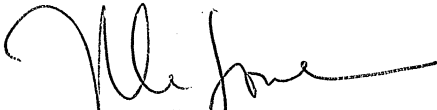
Finally, we would support tracking statistics on discrimination once the ordinance is implemented, as a means to gauge its effectiveness.

We enthusiastically support your introduction of Salt Lake City's Non-Discrimination Ordinance and know that its implementation will improve the lives of many residents of Salt Lake City. We look forward to reviewing the ordinance once it is drafted, and would be happy to provide more specific comments at that time.

Yours,

A handwritten signature in cursive script, reading "Karen McCreary".

Karen McCreary
Executive Director

A handwritten signature in cursive script, reading "Marina Lowe".

Marina Lowe
Staff Attorney

cc: Salt Lake City Human Rights Commission