

1 March 3, 1988

INTRODUCED BY: CYNTHIA SULLIVAN

2 PROPOSED NO.: 88 - 213

3 ORDINANCE NO. 8537

4 AN ORDINANCE relating to discrimination and
5 affirmative action in employment by county
6 contractors, subcontractors or vendors;
7 establishing policies; prescribing procedures,
8 obligations, and requirements; prescribing
9 penalties for noncompliance; and amending
10 Ordinance 4528, Sections 1 and 2 as amended and
11 KCC 12.16.010 and KCC 12.16.020.

12 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

13 SECTION 1. Ordinance 4528, Section 1 as amended and
14 KCC 12.16.010 are hereby amended to read as follows:

15 Definitions. For the purposes of this chapter, the words
16 set out in this section shall have the following meanings:

17 A. "Affadavit" means a sworn statement under oath.

18 B. "Affirmative action" means policies, procedures and
19 programs designed to increase the representation of and remedy
20 the results of past discrimination against minorities, women,
21 and handicapped persons in employment, applications for
22 employment, and employment-related training programs (of
23 minorities, women and handicapped persons).

24 C. "Contractor" means any person, firm, business,
25 organization, company, partnership or corporation contracting
26 to do business, with King County, including, but not limited
27 to, construction contractors, consultant contractors, providers
28 of professional services, service agencies, vendors, and
29 suppliers selling of furnishing materials, equipment, goods
30 or services, but not including governmental agencies.

31 D. "Discrimination" means differential treatment of
32 or pursuit of policies or practices that have a disproportionate
33 impact upon persons due to their creed, religion, race, color,

1 sex, age, marital status, sexual orientation, national origin
2 or the presence of any sensory, mental or physical handicap,
3 unless such policies or practices are necessary for the
4 performance of the job and no less discriminatory alternatives
5 are possible.

6 E. "Employment" means any and all terms and conditions
7 and policies and practices of employment including, but not
8 limited to, hiring, firing, upgrading, demotion, recruiting,
9 transfer, lay-off, termination, pay rates and advertisement,
10 hours and conditions of work.

11 F. "Handicap" means any physical or mental impairment
12 which substantially limits one or more major life activities.

13 G. "Minority" includes Blacks, Asians, Pacific Islanders,
14 American Indians, Alaska Natives, Hispanics, and Mexican-Americans

15 H. "Qualified Handicapped Person" means a handicapped
16 person who, with reasonable accommodation, can perform the
17 essential functions of the job in question.

18 I. "Reasonable Accommodation" means steps taken to modify
19 facilities used by employees or to modify a particular job
20 component which enables an otherwise qualified handicapped
21 person to perform the essential functions of the job.

22 J. "Sexual orientation" means male or female
23 heterosexuality, bisexuality, or homosexuality, and includes
24 a person's attitudes, preferences, beliefs and practices
25 pertaining to sex.

26 K. "Underrepresentation" means presence in a contractor's
27 work force of minorities, women, and handicapped persons in
28 proportionate numbers lower than the goals established for
29 the contractor's business under this chapter.

1 SECTION 2. Ordinance 4528, Section 2 as amended and
2 KCC 12.16.020 are hereby amended to read as follows:

3 Nondiscrimination - General. No contractor, subcontractor,
4 or union doing business with the county, or furnishing workers
5 or services in connection therewith, shall discriminate against
6 any person on the basis of race, color, creed, religion, sex,
7 age, nationality, marital status, sexual orientation, or the
8 presence of any sensory, mental or physical handicap in an
9 otherwise qualified handicapped person in employment, and
10 no such contractor, subcontractor, or union shall violate
11 any of the terms of RCW Chapter 49.60, Title VII of the Civil
12 Rights Act of 1964, or any other applicable federal, state
13 or local law or regulation regarding nondiscrimination in
14 employment.

15 NEW SECTION. SECTION 3. Severability. The provisions
16 of this ordinance shall be effective in all cases unless
17 otherwise provided for by State or Federal Law. The provisions
18 of this ordinance are separate and severable. The invalidity
19 of any clause, sentence, paragraph, subdivision, section,
20 or portion of this ordinance or the invalidity of the application
21 thereof to any person or circumstances shall not affect the

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1 validity of the remainder of this ordinance, or the validity
2 of its application to other persons or circumstances.

3 INTRODUCED AND READ for the first time this 14th
4 day of March, 1988.

5 PASSED this 13th day of June, 1988.

6 KING COUNTY COUNCIL
7 KING COUNTY, WASHINGTON

8 Gary Grant
9 Chairman

10 ATTEST:

11 Dorothy M. Owens
12 Clerk of the Council

13 APPROVED this 23rd day of June, 1988.

14 Don Hill
15 King County Executive