

## Section 230 - St. Cloud Human Rights Ordinance

### Section 230:00. Findings, Declaration of Policy and Purposes.

Subd. 1. Findings. The City of St. Cloud, Minnesota finds that discrimination defined by Minnesota Statutes, Chapter 363A entitled the "Human Rights Act" adversely affects the health, welfare, peace and safety of the community. Such discrimination demeans the dignity of human persons, threatens the rights and privileges of the inhabitants of this City, and menaces the institutions and foundations of democracy. Discriminatory practices that threaten the rights, privileges, and opportunities of any City resident or non-resident are declared to be unlawful, and the adoption of this ordinance is an exercise of the police power of the City to protect such rights.

Subd. 2. Declaration of Policy and Purpose. It is the public policy of the City of St. Cloud and the purpose of this ordinance:

- (a) To encourage all citizens, whether individual or corporate, to join in establishing and preserving full and true equality among all residents and visitors;
- (b) To declare as civil rights the rights of all persons to equal opportunities defined by State and Federal Law;
- (c) To prevent all discriminatory practices defined by State and Federal Law;
- (d) To protect all persons from unfounded charges of discrimination; and
- (e) To effectuate the foregoing policy by means of public information, education, mediation, and conciliation.

### Section 230:30. St. Cloud Human Rights Commission.

Subd. 1. Purpose. The purpose of the Human Rights Advisory Board is to secure for all citizens and visitors equal opportunity in education, employment, housing, public accommodations, and public services, and full participation for all its citizens in the affairs of this community.

Subd. 2. Composition.

- (a) The Advisory Board will consist of six members to include our regional city partners- Saint Joseph, Sartell, Sauk Rapids, and Waite Park. In addition to the six appointed voting members, a city staff member appointed by the Mayor will serve as staff advisor, ex-officio, and non-voting member of the Advisory Board.

Subd. 3. Terms of Members, Vacancies, Participation.

- (a) Appointment: At the time of the initial, members of the Advisory Board will be appointed to a term of three years, except that any person appointed to fill an unexpired term will serve only until the expiration of that term. No person will serve more than two consecutive terms.
- (b) Procedure: All business of the Advisory Board will be conducted in an orderly and lawful manner, and the Advisory Board will at all times be vigilant to preserve and protect the rights and privacy of both persons having human rights complaints and persons against whom human rights complaints have been made. Specific human rights complaints made against named individuals will not be heard by the Advisory Board. However, the Advisory Board may be addressed by individuals regarding problems and issues generally with due regard for the privacy of all persons. Persons having specific human rights complaints will be referred to the Minnesota Department of Human Rights. Generally, the Advisory Board business will be conducted in accordance with Robert's Rules of Parliamentary Procedure except as Robert's Rules may be in conflict with this ordinance in which case this ordinance will govern. The Advisory Board may also enact bylaws, with the approval of the City Council, to govern its own affairs, provided that the bylaws are not in conflict with Robert's Rules or this ordinance. The bylaws of the Advisory Board, and any amendments, will be submitted for approval to the City Council upon their adoption by the Advisory Board. The bylaws and any amendments will be deemed to be approved by the City Council unless the City Council takes action to modify the bylaws or amendments within 30 days after submission to the City Council. The bylaws will not provide for the removal of members by the Advisory Board but may provide a procedure by which the Advisory Board may recommend removal of a member to the Mayor. The bylaws may include recommendations for the training of members as deemed appropriate by the Advisory Board.
- (c) Public: All meetings of the Advisory Board, records and minutes will be open to the public except as otherwise may be provided by applicable law. Applicable law will govern access to documents for no-fault mediation.

Subd. 5. Duties and Responsibilities.

- (a) The Advisory Board will foster, through education, public information, general awareness and understanding of human rights issues and laws in the community. The Advisory Board may make recommendations to the Mayor and City Council on legislation and policy changes at any level of government. Except for their advice to the Mayor and City Council, the Advisory Board will not attempt to directly influence the legislation or policy changes the Advisory Board recommends. Individual members may, as individuals or representatives of other organizations, advocate before other legislative or executive bodies as individuals or representatives of other organizations, but they will not represent that they are representing the City of St. Cloud unless so authorized by the Mayor and City Council. The Advisory Board will not participate or intervene in (including the publishing or distributing of statements) any political campaign on behalf of (or in opposition to) any candidate for public office. The Advisory Board will limit its efforts to human rights issues as defined by the declared policy and purpose of this ordinance.

- (b) The Advisory Board will enlist the cooperation of agencies, organizations, and individuals in the community, and will 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.
- (c) The Advisory Board will advise the Mayor, the City Council and other agencies of the City government on human relations and civil rights issues. The Advisory Board will act in an advisory capacity with respect to planning or operation of any City department on issues of civil and human rights and recommend the adoption of such specific policies or actions as are needed to provide for full and equal opportunity in the community.

History: Ord. 2885 11/21/22;