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STATE OF WISCONSIN }  
MILWAUKEE COUNTY } S.S.

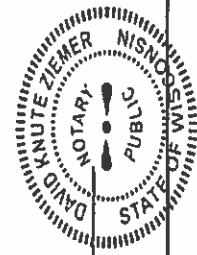
Ann Richmond, being the first duly sworn on oath, says that she is the Publisher of THE DAILY REPORTER, which is a public newspaper of general circulation, printed and published daily in the English language in the City of Milwaukee, in said county, and fully complying with the laws of Wisconsin, relating to the publication of legal notices; that the notice of which the printed one attached is a true copy, which was clipped from the said newspaper, was inserted and published in said newspaper on

May, 16, 2014

Ann S. Richmond  
Ann Richmond, Publisher

Sworn to me this 16th day of May 2014

David Ziemer  
David Ziemer  
Notary Public, Milwaukee County, Wisconsin  
My Commission Is Permanent



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PROOF OF PUBLICATION

**CZAR**  
**MILWAUKEE COUNTY CLERK**  
**County Ordinance No. 14-10**

**File No. 14-332**  
**AN ORDINANCE**  
The Milwaukee County Board of Supervisors ordains the following:

**SECTION 1.**  
Chapter 1 of the Milwaukee County Code of General Ordinances is hereby amended as follows:

1.03. Opening of meeting.  
(a) Call to order. At the hour of meeting, the chairperson of the county board, or in his/her absence the first vice-chairperson, or in his/her absence the second vice-chairperson, shall call the members to order and shall request all members present to rise for the pledge of allegiance and a moment of silent prayer and meditation. In case of the absence of the chairperson or vice-chairperson, the county board shall elect one (1) of its members temporary county board chairperson. The annual meeting shall be opened with an invocation offered by a member of the clergy selected in rotation without discrimination as to race, gender, sex, sexual orientation, gender identity and expression, creed, or religious affiliation, who shall serve without compensation. Regular meetings may be opened with an invocation.

**SECTION 2.**  
Chapter 4, of the Milwaukee County Code of General Ordinances is hereby amended as follows:

4.21. Nondiscrimination.  
Each air carrier and air transportation company operating at General Mitchell International Airport shall conduct its operation, maintenance, improvement and use of the property and facilities at the airport so that no person, on the grounds of race, color, sex, sexual orientation, gender identity and expression, ancestry or national origin, shall be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities; that in the construction of any improvements on, over, or under such land and the furnishing of services thereon, no person, on the grounds of race, color, sex, sexual orientation, gender identity and expression, ancestry or national origin, shall be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination.

**SECTION 3.**  
Chapter 15, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
15.215. Investment of county funds.  
(3) Investments with firms conducting business activities in South Africa. Whenever county funds are to be invested or deposited in the firms which do business in or with the Republic of South Africa, the county shall make reasonable efforts to place these deposits or investments in companies which have demonstrated a high level of social responsibility and bonds which fund infrastructure development, including water supply electrification and housing.  
The investment firms doing business with the county should also be encouraged to adhere to the following guiding principles in their Republic of South Africa operations:  
(a) Eliminate discrimination based

on gender identity and expression or physical handicap; disability or political opinion.  
**SECTION 4.**  
Chapter 17, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
17.207. Grievance procedure.  
(1) Application; exceptions. A grievance shall mean any controversy which exists as a result of an unsatisfactory adjustment or failure to adjust a claim or dispute by a non-represented employee or group of non-represented employees concerning the application of wage schedules and provisions relating to hours of work and working conditions and non-represented employees as well as students of county-operated or affiliated training programs or county employees in the unclassified service concerning discrimination based on race, sex, sexual orientation, gender identity and expression, political or religious affiliation, creed, or handicap; disability. The grievance procedure shall not be used to change existing wage schedules, hours of work, working conditions, fringe benefits and position classifications established by ordinances and rules which are matters processed under existing procedures.

**SECTION 5.**  
Chapter 23, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
23.03. Public meetings.  
(4) There shall be no discrimination because of race, religion, color, national origin or sex, sexual orientation, or gender identity and expression in the utilization of county buildings and facilities for governmental business, public meetings or free discussion of public questions or for civil activities.

**SECTION 6.**  
Chapter 30, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
30.11. Discrimination prohibited.  
Section 111.32(2m), Wis. Stats., applies to any discriminatory acts arising in connection with the filing of this chapter. In addition to the prohibited bases of discrimination in Section 111.32(1), Wis. Stats., discrimination is also prohibited on the basis of gender identity and expression.  
**SECTION 7.**  
33.01. Enactment.  
(1) Legislative intent. For the purpose of separating the personnel administrative functions of the existing civil service commission from the quasi-judicial functions vested in such commission, and to assure that the discipline or discharge of county employees is not influenced by political considerations, nepotism, personal friendship or animosity, race, creed, color, ancestry or national origin, sex, sexual orientation, gender identity and expression, physical handicap, disability, age or representative status except as provided by law, it is the intent of the county, acting under the authority of chapter 118, Laws of 1973, relating to county reorganization, to establish a personnel review board, and to transfer the duties and responsibilities as prescribed in ss. 63.10 and 63.12, Wis. Stats., as far as they relate to the discipline and discharge of employees and all of the duties and responsibilities prescribed in section 17.207 of the Code.

**SECTION 8.**  
Chapter 46, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
46.05. Purchase of care and services by the county.  
(4)(d)(6) Provision that no qualified recipient is to be denied

unlawful discrimination because of race, color, creed, national origin, age, religion, sex, sexual orientation, gender identity and expression, or handicap or other developmental disability, as defined in s. 66.04(2), 106.50, Wis. Stats.  
**SECTION 9.**  
Chapter 56, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
56.17. Nondiscriminatory contracts.  
(1a) All contracts except those exclusions listed in paragraph (e) let by or on behalf of the county, shall include the following provisions:  
In the performance of work or execution of this contract, the contractor shall not discriminate against any employee or applicant for employment because of race, color, national origin or ancestry, age, sex, sexual orientation, gender identity and expression, disability or handicap, marital status, family status, lawful source of income, or status as a victim of domestic abuse, sexual assault or stalking, which shall include but not be limited to the following:  
employment, upgrading, demolition or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation, and selection for training including apprenticeships.  
The contractor will post in conspicuous places, available for employment, notices to be provided by the county setting forth the provisions of the nondiscriminatory clause. A violation of this provision shall be sufficient cause for the county to terminate the contract without liability for the uncompleted portion or for any materials or services purchased or paid for by the contractor for use in completing the contract.

**SECTION 10.**  
Chapter 90, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
90.04. Board of directors.  
There shall be a representative governing and policy-making board of directors, which shall have charge of the operation and administration of the program. In accord with the requirement of s. 51.38(6)(a), Wis. Stats., the county board of public welfare, as established by s. 46.21, Wis. Stats., shall constitute the board of directors of the county day care service. The composition and appointment of the board of directors and the terms of members thereof, shall be governed by the provisions of said s. 46.21, Wis. Stats.  
(1) Subject to s. 51.38, Wis. Stats., and rules of the state department of public welfare, the board of directors shall have the following powers and duties:  
(a) To appoint the administrator of the county day care service program, who shall be responsible to the board in the operation of the program.  
(b) To define the program and formulate the necessary policies for its implementation, with the cooperation of the administrator.  
(c) To establish salaries and personnel policies for the program.  
(d) To review and evaluate the services of the day care program so as to assure conformance with the basic plan and budget, including periodic reporting to the director, local public officials, the program administrator and the public, and to make recommendations for changes in program and services when indicated.  
(e) To assist in arranging and promoting local financial support for the program from private and public sources.  
(f) To assist in arranging cooperative working agreements with other health, vocational and welfare

other related agencies, based upon ability to pay.  
(h) To review the fiscal practices of the annual plan and budget, and make recommendations.  
(i) To provide that no one be denied services on the basis of race, color, or creed, sex, sexual orientation, gender identity and gender expression, or inability to pay.  
**SECTION 11.**  
Chapter 107 of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
107.01. Intent.  
It is the intent of this chapter to render unlawful discrimination in housing and to enact this chapter pursuant to the authority granted to counties by s. 66.432(2), Wis. Stats. It is the declared policy of the county that all persons shall have an equal opportunity for housing regardless of age, sex, sexual orientation, gender identity and expression, as defined in s. 111.32(13m), Wis. Stats., gender identity and gender expression, race, color, handicap, disability, religion, creed, national origin or ancestry, or marital status of that person maintaining a household, or status as a victim of domestic abuse, sexual assault or stalking, which shall include but not be limited to the following: employment, upgrading, demolition or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation, and selection for training including apprenticeships.  
The contractor will post in conspicuous places, available for employment, notices to be provided by the county setting forth the provisions of the nondiscriminatory clause. A violation of this provision shall be sufficient cause for the county to terminate the contract without liability for the uncompleted portion or for any materials or services purchased or paid for by the contractor for use in completing the contract.

**SECTION 12.**  
Chapter 107, of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
107.02. Definitions.  
In this chapter unless the context requires otherwise:  
(1) "Housing" means any improved property, including any mobile home as defined in s. 86.058, Wis. Stats., which is used or occupied, or is intended, arranged or designed to be used or occupied, as a home or residence.  
(2) "Discriminate" and "discrimination" mean to segregate, separate, exclude or treat any person or class of persons unequally because of age, sex, sexual orientation, as defined in s. 111.32(13m), Wis. Stats., gender identity and gender expression, race, color, handicap, disability, religion, creed, national origin or ancestry, or marital status of that person maintaining a household, or status as a victim of domestic abuse, sexual assault or stalking, which shall include but not be limited to the following: employment, upgrading, demolition or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation, and selection for training including apprenticeships.  
The contractor will post in conspicuous places, available for employment, notices to be provided by the county setting forth the provisions of the nondiscriminatory clause. A violation of this provision shall be sufficient cause for the county to terminate the contract without liability for the uncompleted portion or for any materials or services purchased or paid for by the contractor for use in completing the contract.

declaration under ch. 703, Wis. Stats.

(6) "Condominium association" means an association as defined in s. 703.02(1m), Wis. Stats.

(7) "Gender identity" is the actual or perceived condition, status or act of

a) identifying emotionally, psychologically with the sex other than one's biological or legal sex; or a physical change of the organs, sex;

(b) Presenting and/or holding oneself out to the public as a member of the biological sex if that was not one's biological or legal sex at birth;

(c) Lawfully displaying physical characteristics and/or behavior characteristics and/or expression characteristics and/or behavior which are widely perceived as being more appropriate to the biological sex that was not one's biological or legal sex at birth, or when a male is perceived as feminine or a female is perceived as masculine; and/or

(d) Being physically and/or behaviorally androgynous.  
(8) "Gender expression" refers to all of the external characteristics and behaviors that are socially defined as either masculine or feminine such as dress, grooming, mannerisms, speech patterns and social interactions. Social or cultural norms can vary widely and some characteristics that may be accepted in one masculine, feminine or neutral in one culture may not be accepted similarly in another.  
**SECTION 12.**  
Appendix F, Article XVII., of the Milwaukee County Code of General Ordinances is hereby amended as follows:  
**Section 1702 Nondiscrimination.**  
Each air carrier and air transportation company operating at the Alpo shall conduct its operation, maintenance, improvement and use of the property and facilities at the airport so that no person, on the grounds of race, color, ancestry or national origin, sex, sexual orientation, gender identity and expression, shall be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities; that in the construction of any improvements on, over or under such land and the furnishing of services thereon, no person, on the grounds of race, color, ancestry or national origin, sex, sexual orientation, gender identity and expression, shall be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination. Each air carrier and air transportation company shall use the premises in compliance with all other requirements imposed by ( ) pursuant to title 49, Code of Federal Regulations, department of transportation, subtitle A, office of the secretary, part 21, nondiscrimination in federally assisted programs of the department of transportation - effectuation of title VI of the Civil Rights Act of 1964, and as said regulation may be amended and all Milwaukee County rules and regulations; policies, procedures and ordinance in effect or as they may be amended from time to time.

**Section 13**  
This ordinance shall become effective upon passage and publication or on July 1, 2014, whichever is later.  
Adopted by the Milwaukee County Board of Supervisors  
April 24, 2013

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