

**OFFICE OF THE MAYOR  
TULSA, OKLAHOMA**

**EXECUTIVE ORDER NO. 2019 - 05**

**ESTABLISHING THE CITY OF TULSA'S  
NON-DISCRIMINATION POLICY**

WHEREAS, the Mayor and City Council aim for the City of Tulsa to be a globally-competitive, world-class place of employment; and

WHEREAS, the City is committed to being a leader in the areas of equity, diversity, and inclusion, which is essential to recruiting, developing, and retaining a competent and committed workforce that provides high-quality service to the citizens of Tulsa.

NOW, THEREFORE, by virtue of the power vested in me as the Mayor of the City of Tulsa, Oklahoma, it is ordered:

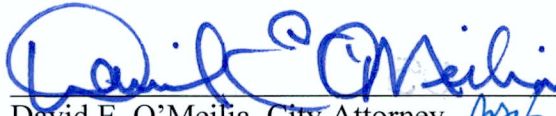
That the City of Tulsa's Non-Discrimination Policy shall be:

1. Definitions: The following words as used in the application and interpretation of the Non-Discrimination Policy have the following meanings:
  - a. Race, color, sex, religion, national origin, or disability are as defined by the applicable federal statute, as amended: Title VII of the Civil Rights Act of 1964, 42 USC §2000e et seq; Age Discrimination in Employment Act, 29 USC §621 et seq; the Americans with Disabilities Act of 1990, 42 USC §12101 et seq; and the Rehabilitation Act, 29 USC §790 et seq.
  - b. Sexual orientation is an employee's inherent or indisputable and enduring emotional, romantic or sexual attraction to other people.
  - c. Gender identity is an employee's self-identification as male, female, a blend of both or neither, and may or may not match the sex assigned at birth.
  - d. Gender expression is an employee's external manifestation of gender identity.
2. The City prohibits discrimination of City employees, or by City employees against any other person, on the basis of race, color, sex, age, religion, national origin, disability, political beliefs, sexual orientation, gender identity, or gender expression. However, this policy does not confer any rights to employees that are not afforded by law.

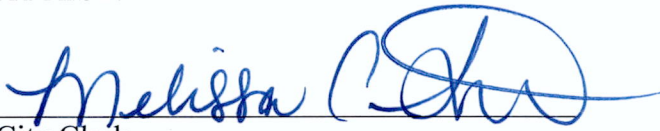
This Executive Order shall take effect on this 12<sup>th</sup> day of August, 2019.

  
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G. T. Bynum, Mayor

APPROVED AS TO FORM AND LEGALITY:

  
David E. O'Meilia, City Attorney *jsk.*

ATTEST:

  
City Clerk

