

RESOLUTION TO REMOVE A COMMISSIONER FOR GOOD CAUSE
CHARLOTTESVILLE HUMAN RIGHTS COMMISSION
RESOLUTION #: HR20-2

WHEREAS, the role of the Charlottesville Human Rights Commission, hereinafter "the Commission," is to act as a strong advocate for justice and equal opportunity by providing citywide leadership and guidance in the area of civil rights (City code Article XV. Sec. 2-433.); and

WHEREAS, the Charlottesville Human Rights Ordinance, hereinafter "the Ordinance," prohibits discrimination in housing, employment, public accommodations, credit, and education on the basis of race, color, religion, sex, pregnancy, childbirth or related medical conditions, national origin, age, marital status or disability (City code Article XV. Sec. 2-431. (a)); and

WHEREAS, the term "discrimination on the basis of sex," as used within the Ordinance, is defined to include, but not be limited to discrimination on the basis of gender identity, transgender status or sexual orientation (City Code Article XV. Sec. 2-431. (b)); and

WHEREAS, it is the duty and responsibility of the Human Rights Commission to promote mutual understanding, reconciliation and respect between all classes of individuals protected by this ordinance and the larger Charlottesville community (City Code Article XV. Sec. 2-434. (b)); and

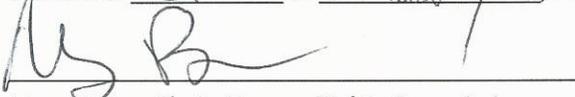
WHEREAS, it is harmful to and undermines public trust in the Commission, and is considered good cause for Commissioner removal, when an individual Commissioner engages in activities that promote intolerance of and/or unlawful discrimination against people who self-identify as members, or are perceived to be members, of the protected classes named in Sec. 2-431 of the Ordinance; and

WHEREAS, following notice to the member, any member of the Commission may be removed for good cause by a majority vote of City Council as per Sec. 2-432. (a) of the Ordinance.

BE IT RESOLVED that in the event that a member of the Commission is believed by the Commission to be engaged in activities that are harmful to the Commission and undermine public trust in the Commission and its duties and responsibilities, the Commission will:

- (a) Conduct an immediate review into the alleged activities to determine the facts of the matter. This review may be guided by an ad-hoc committee of no fewer than 2 persons; and
- (b) Upon the order of a review, suspend the Commissioner's participation in any further official actions of the Commission while the review is ongoing; and
- (c) Upon conclusion of the review, provide a written summary of the facts and a recommendation to City Council if the Commission believes there is need for further action, including whether there is good cause for removal or whether the individual will receive a reprimand from the Commission.

Dated this 29th of January, 2021.



Mary Bauer, Chair, Human Rights Commission