

REFERRED BACK
TO COMMITTEE

1 162-62017

2 **RESOLUTION: Encourage Affirmative Action Commission and Personnel and Finance**
3 **Committee to Include "Gender Identity" in the Current and/or Next**
4 **Winnebago County Affirmative Action Plan**
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6

7 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

8 **WHEREAS**, The Affirmative Action Plan is "a working document which sets forth steps to be taken in
9 implementing the Equal Employment Opportunity policies of Winnebago County"; and

10 **WHEREAS**, this document also proclaims Winnebago County's goal of "ensuring a safe workplace that is
11 free from unlawful harassment or other discrimination"; and

12 **WHEREAS**, the Affirmative Action Plan does not include "Gender Identity" in its non-discrimination list; and

13 **WHEREAS**, "Gender Identity" is defined as "a person's perception of having a particular gender, which may
14 or may not correspond with his or her birth sex"; and

15 **WHEREAS**, gender identity discrimination in the workplace occurs when an employer discriminates against
16 an employee because of his or her gender identity; and

17 **WHEREAS**, discrimination can include terminating a transgender employee after the employer discovers the
18 employee's gender identity or planned transition; denying a transgender employee access to workplace restroom
19 facilities available to other employees; requiring a transgender employee to use a restroom not consistent with the
20 employee's gender identity or presentation; harassing a transgender employee; permitting and/or refusing to
21 investigate claims of harassment by coworkers and supervisors; and/or any other negative employment action taken
22 because of an employee's gender identity; and

23 **WHEREAS**, discrimination based on gender identity is not specifically prohibited under federal or state law at
24 this time.

25 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that it hereby
26 encourages the Affirmative Action Commission and Personnel & Finance Committee to include "Gender
27 Identity" in the Winnebago County Affirmative Action Plan.
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29 Respectfully submitted by:

30 **AARON WOJCIECHOWSKI, District 16**

31 **JULIE GORDON, District 17**
32

33 Vote Required for Passage: Majority of Those Present
34

35 Approved by the Winnebago County Executive this ____ day of _____, 2017.
36

37 _____
38 Mark L Harris
39 Winnebago County Executive

T. Konetzke	AYE	S. Binder	AYE	K. Powers	NAY
N. Barker	Absent	C. Thompson	AYE	S. Locke	NAY
C. Harpt	AYE	K. Olson	AYE	G. Hogg	Absent
P. Eisen	AYE	Wojciechowski	NAY	J. Finch	AYE
S. Ramos	Absent	J. Gordon	NAY	R. Youngquist	NAY
Vacant	AYE	B. Wingren	NAY	C. Farrey	AYE
B. Rep	Absent	Lautenschlager	NAY	J. Rasmussen	AYE
L. Smith	AYE	M. Norton	NAY	R. Keller	Absent
A. Long	AYE	R. Warnke	NAY	T. Egan	NAY
G. Scherck	AYE	K. Robt	Absent	T. Ellis	AYE
D. Albrecht	AYE	H. Singstock	AYE	T. Snider	NAY
M. Gabert	AYE	M. Brooks	NAY	L. Kriescher	AYE

INSERT 17a

Passed (18 Y - 12 N - 0 A - 6 Absent)

Majority Vote >

Supervisor Eisen's motion to refer to the Affirmative Action Commission.