

**BY AUTHORITY**

ORDINANCE NO. \_\_\_\_\_  
SERIES OF 2021

COUNCIL BILL NO. 21-0549  
COMMITTEE OF REFERENCE:  
Finance & Governance

**A BILL**

**For an ordinance amending article II of chapter 2 requiring elected officers to adopt and maintain a policy prohibiting themselves and their appointees from engaging in discrimination and harassment.**

**BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:**

**Section 1.** That article II of chapter 2 be amended by adding the language underlined to read as follows:

**Sec. 2-17. –Antidiscrimination and harassment policy requirements of elected officers.**

All elected officers, including city council, the mayor, the auditor, and the clerk and recorder, shall adopt and maintain a policy that strictly prohibits themselves and their appointees from engaging in any behavior constituting discrimination, harassment, and/or retaliation in the scope of employment.

The policy must set forth processes for:

- (a) Reporting complaints against elected officials and appointees to an appropriate third-party;
- (b) Prompt, thorough and impartial investigation of credible complaints;
- (c) Ensuring confidentiality in the process to the extent permissible;
- (d) Prohibiting retaliation for making complaints, and/or attesting, assisting or participating in the process; and,
- (e) Resolution of alleged violations.

None of the requirements set forth in this ordinance should be construed to conflict with other local, state, or federal laws.

**Secs. 2-18—2-30. - Reserved.**

**Section 2.** This ordinance is effective July 1, 2021.

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1 COMMITTEE APPROVAL DATE: May 11, 2021  
2 MAYOR-COUNCIL DATE: May 18, 2021  
3 PASSED BY THE COUNCIL \_\_\_\_\_  
4 \_\_\_\_\_ - PRESIDENT  
5 APPROVED: \_\_\_\_\_ - MAYOR \_\_\_\_\_  
6 ATTEST: \_\_\_\_\_ - CLERK AND RECORDER,  
7 EX-OFFICIO CLERK OF THE  
8 CITY AND COUNTY OF DENVER  
9  
10 NOTICE PUBLISHED IN THE DAILY JOURNAL \_\_\_\_\_;  
11 PREPARED BY: Kirsten Crawford, Assistant City Attorney DATE: May 20, 2021  
12 Pursuant to section 13-12, D.R.M.C., this proposed ordinance has been reviewed by the office of the  
13 City Attorney. We find no irregularity as to form, and have no legal objection to the proposed  
14 ordinance. The proposed ordinance **is not** submitted to the City Council for approval pursuant to §  
15 3.2.6 of the Charter.  
16  
17 Kristin M. Bronson, City Attorney  
18 BY: \_\_\_\_\_, Assistant City Attorney DATE: \_\_\_\_\_