

EXECUTIVE ORDER NO. 1-87

WHEREAS, the population of the City and those who visit it are made up of people of both sexes and all ages who come from diverse racial, ethnic and cultural backgrounds;

WHEREAS, the City of Philadelphia through its officials, managers and employees provides many and varied services;

WHEREAS, it is the policy of the City of Philadelphia to provide these services without regard to race, color, sex, religion, sexual orientation, physical handicap, age, national origin or ancestry;

WHEREAS, it is desirable for the City, its officials, managers and employees to reaffirm their commitment to this policy and thereby insure its vigorous enforcement;

WHEREAS, it is also desirable for those persons who seek to avail themselves of City service to be made aware of their rights as provided by this policy and of its vigorous enforcement;

WHEREAS, the Philadelphia Home Rule Charter prohibits discrimination by officers, employees, departments, boards or commissions in the performance of his, her or its duties or in the granting of the use of City property;

WHEREAS, also pursuant to the Philadelphia Home Rule Charter the Commission on Human Relations is designated as the primary agency for the enforcement of prohibitions against discriminatory practices;

NOW THEREFORE, I, W. Wilson Goode, Mayor of the City of Philadelphia, in accordance with Section 3-100 of the Philadelphia Home Rule Charter, do hereby order as follows:

SECTION 1. Duties and responsibilities

A. All officials, managers and employees shall perform their duties and carry out their responsibilities so as to insure that all services are provided without regard to race, color, sex, religion, sexual orientation, physical handicap, age, national origin or ancestry.

B. All officials and managers shall take appropriate steps to insure that all employees under their supervision are aware of this Order and their duties and responsibilities thereunder.

C. Notice shall be given to all employees as to the consequences and possible disciplinary action that may result from a failure to carry out these duties and responsibilities.

D. Brochures or other similar material published for general distribution by any City department, commission, board or agency shall contain a statement of non-discrimination which shall include all of those bases of discrimination listed in paragraph A (supra).

E. A poster shall be prepared advising the public of the City's policy of non-discrimination in the provision of its services. This poster shall be prominently displayed in areas of City buildings and facilities frequented by the public.

Section 2. Enforcement

A. The Philadelphia Commission on Human Relations is hereby vested with the authority to administer and enforce this Executive Order.

B. The Commission on Human Relations shall receive complaints from individuals claiming to be aggrieved by policies, practices, and/or actions on the part of officers, employees, departments, boards, commissions or agencies of the City that may be in violation of the provisions of this Order and shall act on such complaints in accordance with the procedure set forth in Section 9-1107 of the Philadelphia Code, as contained in Chapter 9-1100 entitled "Fair Practices" and the Regulations of the Commission pertaining thereto.

Section 3. Effective Date

This Order shall be effective immediately.

Date

February 3, 1987



W. WILSON GOODE,
Mayor