

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**

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.

29 Respectfully submitted by:
30 **AARON WOJCIECHOWSKI, District 16**
31 **JULIE GORDON, District 17**

33 Vote Required for Passage: **Majority of Those Present**

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

37 _____
38 Mark L Harris
39 Winnebago County Executive