

April 3, 2003

S 798. CITY/COUNTY ANTIDISCRIMINATION ORDINANCES. *TO AUTHORIZE CITIES AND COUNTIES TO ENACT ORDINANCES PROHIBITING DISCRIMINATION.* Adds new GS 153A-451 and 160A-199 authorizing counties and cities, respectively, to adopt fair employment practice ordinances prohibiting race, color, religion, gender, national origin, age, disability, familial status, and veteran status discrimination in employment, housing, and public accommodations. Provides that counties and cities may establish a Human Relations Comm'n to enforce those ordinances by investigating complaints of discrimination, making determinations as to whether there is reasonable cause to believe that a discriminatory practice has occurred, obtaining appropriate injunctive relief, issuing right-to-sue letters, and conciliating violations found. Ordinance may also provide that upon receipt of a right-to-sue letter, individuals may bring a civil action in superior court within one year of letter's issuance and are entitled to a jury trial. Provides that prevailing party may recover costs and attorney's fees except that defendants may recover fees and costs only upon showing that case was frivolous. Procedure set forth in act is a jurisdictional prerequisite to filing suit under the Equal Employment Practices Act and authorizes governing body to enter into a work-sharing agreement with state and federal governments.

Intro. by Kinnaird.

Ref. to	GS 153A, 160A
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