

CHAPTER 15

CIVIL RIGHTS

Article

- 15-01 Commission on the Status of Women, §§ 15-0101 to 15-0104.
15-02 Human Relations Commission, §§ 15-0201 to 15-0206.

ARTICLE 15-01

COMMISSION ON THE STATUS OF WOMEN

Section

- 15-0101 Creation of commission on status of women.
15-0102 Number of members--Term of members--Appointment of members--Filling vacancies.
15-0103 Powers and duties of commission.
15-0104 Commission advisory in nature.

15-0101. Creation of commission on status of women.--There is hereby created and established a body to be known as the commission on the status of women, whose purpose is to assist in the demolition of prejudices and customs which act as barriers to the full partnership of women employed by the city of Fargo.

Source: 1965 Rev. Ord. 15-0101, 1616 (1974).

15-0102. Number of members--Term of members--Appointment of members--Filling vacancies.--The commission on the status of women shall consist of seven members, who shall be appointed by the president of the board of city commissioners, subject to confirmation by the board of city commissioners. The terms of office of such commissioners shall be as follows, to-wit: two members who shall serve until July 1, 1975; two members who shall serve until July, 1, 1976; two members who shall serve until July 1, 1977; and one member who shall also be a member of the civil service commission and whose term shall coincide with his or her term as a member of such civil service commission. At the expiration of the terms of the members as aforesaid, members shall be appointed for three-year terms, except that the term of member serving jointly on the civil service commission and the commission on the status of women shall coincide with his or her term as a member of the civil service commission. If a vacancy occurs otherwise than by expiration of a term, it shall be filled by appointment for the unexpired portion of the term. Notwithstanding the expiration of a member's term, such member may serve until his or her successor has been appointed and qualified.

Source: 1965 Rev. Ord. 15-0102, 1616 (1974).

15-0103. Powers and duties of commission.--The commission on the status of women may, by or on behalf of employees of the city, receive or initiate complaints alleging violation of equal opportunity legislation and may investigate and hold hearings on such complaints. Upon completion of such investigation and after hearing thereon, the commission shall prepare a written report indicating its findings and recommendations and shall forward such report to the civil service commission and the board of city commissioners of the city of Fargo. The commission may, in its

discretion, assist aggrieved employees other than employees of the city of Fargo, but such assistance shall consist of information and guidance and any findings or determinations of said commission shall not be binding, and may not be utilized as evidence in any civil or criminal litigation.

Source: 1965 Rev. Ord. 15-0103, 1616 (1974).

15-0104. Commission advisory in nature.--The commission on the status of women shall be advisory in nature and shall submit all reports and determinations to the civil service commission and board of city commissioners of the city of Fargo. Final authority shall be in the board of city commissioners.

Source: 1965 Rev. Ord. 15-0104, 1616 (1974).

ARTICLE 15-02 HUMAN RELATIONS COMMISSION

Section

- 15-0201 Creation of Human Relations Commission.
- 15-0202 Number of members--Term of members--Appointment of members--Filling vacancies.
- 15-0203 President of commission--Meetings--Record to be kept.
- 15-0204 Goals of the Human Relations Commission
- 15-0205 Powers and duties of commission.
- 15-0206 Commission advisory in nature.

15-0201. Creation of Human Relations Commission.--There is hereby created and established a body to be known as the Human Relations Commission, whose purpose is to promote the acceptance and respect for diversity through educational programs and activities and to discourage all forms of discrimination on the basis of race, color, religion, sex, national origin, age, the presence of any mental or physical disability, status with regard to marriage or public assistance, participation in lawful activity off the employer's premise during nonworking hours which is not in direct conflict with the essential business-related interests of the employer or sexual orientation.

Source: 4081 (2000).

15-0202. Number of Members--Term of Members--Appointment of Members--Filling Vacancies.--The Human Relations Commission shall consist of nine members, who shall be appointed by the president of the board of city commissioners, subject to confirmation by the Board of City Commissioners. The terms of office of such commissioners shall be as follows, to wit: three members who shall serve until July 1, 2001; three members who shall serve until July 1, 2002; and three members who shall serve until July 1, 2003. At the expiration of the terms of the members as aforesaid, members shall be appointed for three-year terms. If a vacancy occurs otherwise then by expiration of a term, it shall be filled by appointment for the unexpired portion of the term. Notwithstanding the expiration of a member's term, such member may serve until his or her successor has been appointed and qualified.

Source: 4081 (2000).

15-0203. President of commission--Meetings--Record to be kept.--The Human Relations Commission shall elect its president for a term of one year from among the appointed members

and shall hold regular monthly meetings. The commission shall keep a record of its resolutions, findings and the determinations and such record shall be a public record. The commission may appoint such subcommittees from among the appointed members as it may be necessary for its work.

Source: 4081 (2000).

15-0204. Goals of the Human Relations Commission.--The goals of the Human Relations Commission are:

- A. To provide leadership in the areas of civil rights.
- B. To encourage and educate the public in the promotion of civil rights.
- C. To identify issues of principal concern to members of the community in the area of civil rights and to recommend priorities and objectives to the board of city commissioners.
- D. To encourage adherence to federal and state laws regarding civil rights, including Chapter 14-02.4 of the North Dakota Century Code, through education, conciliation and mediation.

Source: 4081 (2000).

15-0205. Powers and Duties of Commission.--The Human Relations Commission shall:

- A. Recommend to the board of city commissioners, from time to time, action and programs in furtherance of the purpose of the Human Relations Commission as described in this article.
- B. Consult and advise with public officials and agencies and with private individuals and organizations to provide education regarding civil rights. The commission may, in its discretion, assist aggrieved individuals, but such assistance shall consist of information, guidance and, in its discretion, conciliation and mediation services.

Source: 4081 (2000).

15-0206. Commission advisory in nature.--The Human Relations Commission shall be advisory in nature and shall submit all reports and determinations to the board of city commissioners of the city of Fargo. Final authority shall be in the board of city commissioners.

Source: 4081 (2000).