Local Government Resolution

Whereas, a diverse and inclusive community that respects and enhances the potential of all its members is crucially important to ________’s mission of making ________ an excellent place to work, live, and visit,

Whereas, lesbian, gay, bisexual and transgender people are vital members of our community including police officers, teachers, and doctors,

Whereas, in the increasingly competitive and diverse workforce and economy, recruiting and retaining the best public employees, requires ________ to be as attractive an opportunity as possible, and

Whereas, private businesses have already recognized the competitive advantage afforded by offering progressive employment practices regarding lesbian, gay, bisexual, and transgender employees; and leaders in their industry such as IBM have had such policies for more than a decade,

Whereas, 86 percent of Fortune 500 companies have non-discrimination policies protecting employees on the basis of sexual orientation and 50 percent include gender identity,

Whereas, in an increasingly competitive housing market, buyers are choosing to move to communities that are accepting of all its members,

Whereas, there is no federal law protecting ________’s gay, lesbian, bisexual or transgender employees from such workplace discrimination, and

Whereas, there is currently no state law in Virginia prohibiting discrimination against employees of state or local government, including employees of Virginia’s public colleges and universities, based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, sexual orientation, gender identity or expression or status as a special disabled veteran or other veteran covered by the Vietnam Era Veterans Readjustment Act of 1974, as amended, and

Whereas, all employees of the Commonwealth or its political subdivisions or agencies deserve statutory protection against employment discrimination based on any of the above non-merit based factors, and

Whereas, survey research by a bi-partisan poll conducted by Fabrizio, McLaughlin & Associates and The Schapiro Group, Inc. shows that more than 90% of Virginians support the right of gay and lesbian citizens to work for the government without discrimination, and according to Gallup’s 2008 poll, 89% of U.S. citizens believe that gays and lesbians should have workplace discrimination protection,

Now, therefore, be it resolved ________ call upon the Virginia General Assembly to pass legislation codifying the basic human right of all public employees to be free from discrimination in the workplace based on race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, disability, status as a special disabled veteran or other veteran covered by the Vietnam Era Veterans Readjustment Act of 1974, as amended and sexual orientation, including gender identity or expression.