

RESOLUTION  
2023-1

CITY OF ALBUQUERQUE HUMAN RIGHTS BOARD REQUESTS THAT CITY COUNCIL AMEND THE ALBUQUERQUE HUMAN RIGHTS ORDINANCE, CHAPTER 28, ARTICLE 4, ROA 1994

WHEREAS, the City of Albuquerque Human Rights Board is committed to preserving, protecting, and promoting human rights and human dignity; and

WHEREAS, The City of Albuquerque Human Rights Board is ordered to assure public safety, public health, and general welfare for the citizens of the City; and

WHEREAS, The City of Albuquerque Human Rights Board is charged with working with the Office of Civil Rights to review, administer, enforce, and make recommendations regarding the Human Rights Ordinance guaranteeing all persons are free from discrimination in the City; and

WHEREAS, the City of Albuquerque Human Rights Board recognizes the history of marginalization of people with disabilities, people who are pregnant, lesbian, gay, bisexual, transgender, queer, intersex and other sexual and gender minority ("LGBTQ+") people and strives to ensure the human rights of all people; and

WHEREAS, the City of Albuquerque Human Rights Board remains unquestioning in its support for the rights of LGBTQ+ peoples in the city; and

WHEREAS, the City of Albuquerque Human Rights Board recognizes the concerns of people who have experienced discrimination-based pregnancy or conditions relating to childbirth and pregnancy; and

WHEREAS, the City of Albuquerque Human Rights Board recognizes the need to use accurate language when discussing the rights of people with physical or mental disabilities;

NOW, THEREFORE, BE IT RESOLVED by the City of Albuquerque Human Rights Board, the governing body of the City's Office of Civil Rights, recommends the City's Human Rights Ordinance reflect the following amendments:

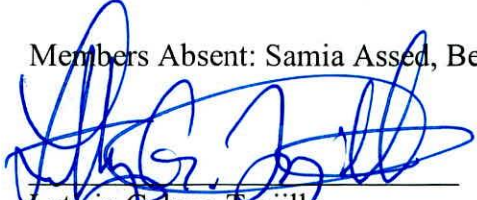
- 1) Update all instances where the words "physical handicap" are present to read "physical and mental disability" and provide a definition in accordance with the State's Human Rights Act (Chapter 28, Section 1, NMSA 1978 (2023)); and
- 2) Update and add definitions for the following terms: "Sex;" "Sex assigned at birth;" "Gender;" "Gender identity;" "Sexual orientation;" "Pregnancy;" "Childbirth or condition related to childbirth or pregnancy;" in accordance with the State's Human Rights Act. (Chapter 28, Section 1, NMSA 1978); and
- 3) Remove the exemptions in the Human Rights Ordinance § 11-3-12 C-D to prohibit discriminatory practices against LGBTQ+; and
- 4) Update and amend § 11-3-7 to include references and additions regarding the following: "Sex assigned at birth;" "Gender;" "Gender identity;" "Sexual orientation;" "Pregnancy;" "Childbirth or condition related to childbirth or pregnancy;" "Physical or mental disability or serious medical condition;" in accordance with the State's Human Rights Act (§28-1-7, NMSA 1978)
- 5) Include an exemption that allows programs that are tasked with serving a specific population to focus their efforts on said population in accordance with the State's Human Rights Act.

PASSED AND ADOPTED THIS 21<sup>ST</sup> DAY OF SEPTEMBER, 2023  
BY A VOTE OF: 5 FOR 0 AGAINST

Members For: Leticia Galvez-Trujillo, Anami Dass, Kimberly Andujo, Larry Hinojos Jr.

Members Against:

Members Absent: Samia Assed, Beverly McMillan



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Leticia Galvez-Trujillo  
Albuquerque Human Rights Board Chair