

1 **STATE OF GEORGIA**
2 **COUNTY OF FULTON**
3 **CITY OF SOUTH FULTON**

4
5 **A RESOLUTION PROMOTING EQUAL OPPORTUNITY; AMENDING THE CITY OF**
6 **SOUTH FULTON HUMAN RESOURCE POLICY AND PROCEDURES MANUAL TO**
7 **INCORPORATE CROWN ACT ANTI-DISCRIMINATION REGULATIONS;**
8 **ENHANCING PUBLIC SAFETY AND FOR OTHER LAWFUL PURPOSES**
9

10 **(Sponsored by Councilman Baker)**
11

12 **WHEREAS**, the City of South Fulton ("City") is a municipal corporation duly
13 organized and existing under the laws of the State of Georgia;
14

15 **WHEREAS**, the duly elected governing authority of the City is the Mayor and
16 Council thereof ("City Council");

17 **WHEREAS**, the City has a vital interest in maintaining a safe, healthy and efficient
18 working environment;

19 **WHEREAS**, the City Council understands and acknowledges the importance of
20 racial equity and equal protection under the laws of the City;

21 **WHEREAS**, all citizens deserve to wear their natural hair without being denied
22 access to opportunity or experiencing discrimination;

23 **WHEREAS**, it is imperative that the City do its part to remove barriers to success
24 and health for persons within the City;

25 **WHEREAS**, the City Council desires to help ensure through this Resolution that
26 persons do not face natural hair discrimination within City administrative operations;

27 **WHEREAS**, this Resolution is in the best interests of the health, safety and general
28 welfare of the City and its employees, residents and visitors.

29 **THE COUNCIL OF THE CITY OF SOUTH FULTON, GEORGIA, HEREBY**
30 **RESOLVES** as follows:
31

32 **Section 1.** The City of South Fulton Human Resources Policies and Procedures
33 Manual, Workplace Discrimination and Harassment, Section Number 118-18, Subsection
34 II, Summary, is hereby amended to add the following paragraph to the end of said
35 Subjection II, as follows:
36

37 It shall be against city policy for any city employee to discriminate against any
38 current or prospective city employee in any way which would deprive or limit
39 such person's employment opportunities or otherwise adversely affect their
40 status as an applicant for employment with regard to tenure, compensation,
41 promotion or discharge because of protective and cultural hair textures and
42 hairstyles. "*Protective and cultural hair textures and hairstyles*" means hairstyles
43 and hair textures most commonly associated with race, including, but not limited
44 to braids, cornrows, locs, Bantu knots, Afros, and twists, whether or not hair
45 extensions or treatments are used to create or maintain any such style, and
46 whether or not hair is adorned by hair ornaments, beads, or, headwraps.

47
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49 **Section 2. Effective Date and Instruction to Human Resource Director:** This
50 Resolution will go into effect fifteen days following its adoption. The City Human Resource
51 Director, and/or the City Manager's designee if said Director is unavailable, is directed
52 within one week of this Resolution's adoption to:

- 53
54 1) Circulate a copy of this Resolution to all employees; and
55
56 2) Update the City of South Fulton Human Resources Policies and Procedures Manual
57 as provided for herein.
58

59 *****

60 **Section 3.** It is hereby declared to be the intention of the City Council that: (a) All
61 sections, paragraphs, sentences, clauses and phrases of this Resolution are or were,
62 upon their enactment, believed by the City Council to be fully valid, enforceable and
63 constitutional.

64 (b) To the greatest extent allowed by law, each and every section, paragraph, sentence,
65 clause or phrase of this Resolution is severable from every other section, paragraph,
66 sentence, clause or phrase of this Resolution. No section, paragraph, sentence, clause
67 or phrase of this Resolution is mutually dependent upon any other section, paragraph,
68 sentence, clause or phrase of this Resolution.

69 (c) In the event that any phrase, clause, sentence, paragraph or section of this Resolution
70 shall, for any reason whatsoever, be declared invalid, unconstitutional or otherwise
71 unenforceable by the valid judgment or decree of any court of competent jurisdiction, it is
72 the express intent of the City Council that such invalidity, unconstitutionality or
73 unenforceability shall, to the greatest extent allowed by law, not render invalid,
74 unconstitutional or otherwise unenforceable any of the remaining phrases, clauses,
75 sentences, paragraphs or sections of the Resolution.

Section 4. The City Attorney and City Clerk are authorized to make non-substantive editing and renumbering revisions to this Resolution for proofing, codification, and supplementation purposes. The final version of all resolutions shall be filed with the City Clerk.

Section 5. The effective date of this Resolution shall be thirty days from the date of adoption, unless provided otherwise by the City Charter or state and/or federal law.

The foregoing RESOLUTION No. 2020-_____, adopted on _____ was offered by Councilmember _____, who moved its approval. The motion was seconded by Councilmember _____, and being put to a vote, the result was as follows:

AYE

NAY

119 William "Bill" Edwards, Mayor _____
120 Carmalitha Gumbs, Mayor Pro Tem _____
121 Catherine Foster Rowell _____
122 Helen Zenobia Willis _____
123 Gertrude Naeema Gilyard _____
124 Corey Reeves _____
125 khalid kamau _____
126 Mark Baker _____
127 _____
128 _____

129 THIS RESOLUTION adopted this _____ day of _____ 2020. **CITY OF**
130 **SOUTH FULTON, GEORGIA**
131
132
133

134 _____
135 WILLIAM "BILL" EDWARDS, MAYOR
136

137
138 ATTEST:
139

140
141 _____
142 CORY E. ADAMS, INTERIM CITY CLERK
143

144 APPROVED AS TO FORM:
145
146
147

148 _____
149 EMILIA C. WALKER, CITY ATTORNEY