



Ordinance Fact Sheet

TO: CITY COUNCIL

DATE: March 23, 2026

FROM: CITY ATTORNEY

SUBJECT: AN ORDINANCE OF THE CITY OF PASADENA ADDING PASADENA MUNICIPAL CODE TITLE 9, ARTICLE XIII, CHAPTER 100 TO ADOPT AN ANTI-DISCRIMINATION STATEMENT AND CREATE A PRIVATE RIGHT OF ACTION FOR AGGRIEVED INDIVIDUALS

TITLE OF PROPOSED ORDINANCE

AN ORDINANCE ADDING PASADENA MUNICIPAL CODE TITLE 9, ARTICLE XIII, CHAPTER 100 TO ADOPT AN ANTI-DISCRIMINATION STATEMENT AND CREATE A PRIVATE RIGHT OF ACTION FOR AGGREIVED INDIVIDUALS

PURPOSE OF ORDINANCE

On January 12, 2026, the City Council considered recommendations proposed by City Council's Legislative Policy Committee to adopt an anti-discrimination policy statement that expressed the City's intent to be a tolerant City that identifies protected characteristics in private employment, housing, education, and commerce. Following discussion on January 12, 2026, City Council approved the staff recommendation, as amended, to direct the City Attorney to prepare an ordinance creating a private right of action for discrimination.

REASON WHY LEGISLATION IS NEEDED

Currently, the City of Pasadena does not have a comprehensive anti-discrimination policy statement that expresses its intent to be a tolerant city which promotes the inclusion of all its community members. The City has an "Equal Opportunity in City Employment" ordinance guaranteeing equal opportunity to all persons in City employment and an "AIDS anti-discrimination ordinance" which was adopted in 1988 to prohibit discrimination against victims of AIDS in employment, housing, business establishments, education, and City facilities and services. This proposed ordinance, for

3/30/2026
MEETING OF ~~03/23/2026~~
AGENDA ITEM NO. ~~-18-~~ 5

the first time, prohibits in private employment, housing, commerce, and education on the basis of race; color; ethnicity; creed; age; national origin; religion; citizenship or immigration status; gender; gender identity or expression; sexual orientation; visible or non-visible disability; medical condition; genetic information; marital status; partnership status; pregnancy and/or reproductive health choice(s); employment status; housing status; source of income; military status; veteran status; primary language; or any other characteristic protected by law in the City of Pasadena.

PROGRAMS, DEPARTMENTS OR GROUPS AFFECTED

This proposed ordinance creates a private right of action for aggrieved individuals. No programs, departments, or groups in the City will be responsible for implementing this proposed ordinance.

FISCAL IMPACT

There is no anticipated fiscal impact associated with the adoption of the proposed ordinance.

ENVIRONMENTAL DETERMINATION

On January 12, 2026, the City Council found that the proposed ordinance is not a "project" subject to the California Environmental Quality Act (CEQA) pursuant to Public Resources Code Section 21065 and within the meaning of State CEQA Guidelines Section 15378(b). PRC Section 21065 and CEQA Guidelines Section 15378(b) define a project as an action which may cause either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment.

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CEQA Guidelines Section 15378 excludes from the definition of "project" administrative activities of governments that will not result in direct or indirect physical changes in the environment. The actions proposed herein are administrative activities and therefore such actions are not "projects" as defined by CEQA. Since the actions are not projects subject to CEQA, no environmental document is required.

Respectfully submitted,


MICHELE BEAL BAGNERIS
City Attorney

Prepared by:



Aaron Ganser
Deputy City Attorney

Concurred by:



MIGUEL MARQUEZ
City Manager

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