



CITY OF CHICAGO • OFFICE OF THE MAYOR



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**MAYOR LIGHTFOOT INTRODUCES AMENDED GENDER IDENTITY OPTION
ORDINANCE IN CITY DOCUMENTATION**

Ordinance will help facilitate more equitable workspaces, protect employees from discrimination, and allow the City to provide better, more equitable resources to residents.

CHICAGO – Mayor Lori E. Lightfoot introduced to City Council today an ordinance amending the Gender Identity Option in City Documentation in the Municipal Code of Chicago. If approved, the ordinance will allow the City to ask for an individual's gender identity when required for medical reasons, a legitimate governmental purpose, or when required by another law. The amendment ensures that original protections from the gender identity option ordinance will continue to be in place and allows the City to collect important information needed to provide equitable services for employees and residents.

"All of our residents, including City employees, deserve the option to identify how they choose in City documentation," said Mayor Lightfoot. "With this Gender Identity Option, people will be able to do just that and we will be that much closer to making the City's workspaces more inclusive and welcoming."

The amended legislation states no forms issued by the City will ask for an individual's sex unless it is necessary for medical reasons, there is a legitimate governmental purpose, or it is required by another law. Additionally, documentation may ask for gender identity when it is necessary for medical reasons, a legitimate governmental purpose, or required by another law in lieu of asking for an individual's sex.

The amendment addresses an issue with the original language that made asking for an individual's gender identity, for medical reasons or required by law, a violation of the ordinance. A legitimate governmental reason includes but is not limited to the collection of demographic information reporting on the diversity of City employees or for providing better services to the public.



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“The goal is to create a safe and productive workplace for all employees,” said Nancy Andrade, Commissioner of the Chicago Commission on Human Relations. “The introduction of the Gender Identity Option will send a message to all Chicagoans regardless of how they identify to live free of discrimination.”

The Gender Identity Ordinance will be implemented by the Chicago Human Rights Ordinance, making the CCHR the enforcement agency for this critical piece of legislation. Chicago Commission on Human Relations works to eliminate prejudice and discrimination across the City by enforcing Chicago’s anti-discrimination ordinances, including the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance.

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