

RESOLUTION 2016-2

WHEREAS, Alaska's Human Rights Law, AS 18.80, currently prohibits discrimination based on race, religion, color, national origin, physical or mental disability, age, sex, marital status, changes in marital status, pregnancy or parenthood;

WHEREAS, the Municipality of Anchorage and the City & Borough of Juneau assemblies have both passed non-discrimination ordinances for Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) residents;

WHEREAS, the above referenced laws and orders are commendable progress in protecting the human rights of Alaska's LGBTQ residents, there is currently no holistic and comprehensive statewide regime for legal recourse concerning LGBTQ discrimination, resulting in inadequate enforcement and protection of LGBTQ residents;

WHEREAS, the Alaska State Commission for Human Rights recalls Resolution 83-01 (February 26, 1983) which reiterates the Commission's important charge to help "set policy and interpret Alaska's Human Rights Law" and to "direct the activities of the chief civil rights enforcement agency in the state";

WHEREAS, the Alaska State Commission for Human Rights is cognizant of these important and vital components of its mission and also maintains high awareness of other states' and national human and civil rights enforcement organizations, noting the Equal Employment Opportunity Commission's interpretation of Title VII of the 1964 Civil Rights Act as prohibiting employment discrimination on the basis of sexual orientation and/or gender identity or expression;

WHEREAS, the Alaska State Commission for Human Rights recalls Resolution 90-01 (February 27, 1990) to raise awareness of anti-LGBTQ discrimination and encourage efforts to provide equal protection for Alaska's LGBTQ citizens; and

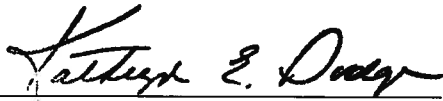
WHEREAS, the Alaska State Commission for Human Rights recalls and applauds recent efforts by state legislators of both parties with the introduction of HB139 (2013), HB19, HB42 and SB20 (2015) to revise the Alaska Human Rights Law, AS 18.80, to expressly prohibit discrimination on the basis of sexual orientation or gender identity and expression.

NOW, THEREFORE, BE IT RESOLVED, that the Alaska State Commission for Human Rights:

1. calls on the Alaska State Legislature to revise the Alaska Human Rights Law, AS. 18.80, to expressly prohibit discrimination on the basis of sexual orientation or gender identity and expression, and
2. requests that its staff work with the Department of Law to draft proposed regulations addressing the inclusion of prohibitions against discrimination on the basis of sexual orientation or gender identity and expression under the existing law prohibiting sex discrimination and to consider in that process the administrative application of the EEOC's interpretation of Title VII of the 1964 Civil Rights Act prohibiting employment discrimination on the basis of sexual orientation and/or gender identity or expression.

Copies of this resolution shall be forwarded to the Office of the Governor and all members of the Alaska State Legislature.

ADOPTED at Anchorage, Alaska, this 2nd day of November 2016.



Kathryn Dodge, Acting Chairperson
Alaska State Commission for Human Rights

STATE OF ALASKA

**Alaska State Commission for Human Rights
Roll Call Sheet
Vote on Resolution 2016-2**

ANCHORAGE, ALASKA

**COMMISSION MEETING
November 2, 2016**

<u>COMMISSIONER</u>	<u>YES/NO/NOT PRESENT</u>
<i>Chairperson Lester Lunceford</i>	<u>Not Present</u>
<i>Vice Chairperson Kathryn Dodge</i>	<u>YES</u>
<i>Commissioner Christa Bruce</i>	<u>YES</u>
<i>Commissioner Michele Christiansen</i>	<u>Not Present</u>
<i>Commissioner Jason Hart</i>	<u>YES</u>
<i>Commissioner Grace Merkes</i>	<u>NO</u>
<i>Commissioner Brandon Nakasato</i>	<u>YES</u>