

27-12, title "Unlawful practices"; Section 27-13, title "Posting of notices; reports to be filed"; Section 27-17, title "Declaration of policy"; and Section 27-19, title "Unlawful employment practices"; to declare it to be the public policy of the County to eliminate discrimination, prejudice, intolerance or bigotry on the basis of physical, mental or emotional handicaps; to add to the powers and duties of the Commission on Human Relations the responsibility to promote equal rights and opportunities for all persons regardless of physical, mental or emotional handicaps and to study and investigate conditions which may result in discrimination on the basis of physical disability; to declare it unlawful for places of public accommodation to discriminate on the basis of physical, mental, or emotional handicap; to declare it an unlawful practice for any person, real estate broker or real estate salesperson to discriminate in housing matters on the basis of physical, mental, or emotional handicaps; to prohibit any lending institution from discriminating on the basis of physical, mental or emotional handicap in lending money, guaranteeing loans, accepting deeds of trust or mortgages, or fixing rates and conditions of such transactions in connection with housing; to require that fair housing notices posted by real estate brokers specify that it shall be unlawful to deny housing to or otherwise to discriminate against persons on the basis of physical, mental or emotional handicap; to provide generally for the prohibition of discriminatory employment practices because of physical, mental or emotional handicap; to provide definitions generally concerning handicap and related words and phrases; to prohibit any employer to fail or refuse to hire, or to discharge, any individual or to otherwise discriminate against any individual or to limit, segregate or classify employees so as to affect adversely any individual's employment opportunities or status as an employee because of physical, mental or emotional handicap; to prohibit any person, employer, labor organization of employment agency from printing or otherwise publishing any notice or advertisement relating to employment which indicates any preference, limitation, or specification based on physical, mental or emotional handicap except when such a preference, limitation or specification is a bona fide occupational qualification for employment; to provide that it shall be unlawful employment practice for an employer to hire an employee, for an employment agency to classify or refer for employment any individual, or for a labor organization to classify its membership, on the basis of physical, mental or emotional handicap, except in those certain instances where such basis is a bona fide occupational qualification reasonably necessary to the normal operation of the particular business or enterprise.

Approved October 3, 1977.