

RESOLUTION NO. 134-2025

INTRODUCED BY: Mayor Thomas & All of Council

A RESOLUTION REAFFIRMING AND EXPANDING THE CITY'S EQUAL EMPLOYMENT OPPORTUNITY POLICY TO PROHIBIT DISCRIMINATION BASED ON NATURAL HAIR TEXTURE AND HAIRSTYLES.

WHEREAS, the City of Richmond Heights has established a principle of recruiting, hiring, training, and promoting City employees without regard to race, color, religion, military status, national origin, disability, age, ancestry, genetics, sex, sexual orientation, and gender identity and expression, or other unlawful bias, except where such factors would be bona fide and legally defensible obstacles to expected job performance;

WHEREAS, this Council desires to reaffirm and expand the City's longstanding equal employment opportunity policy with the addition of protection from discrimination based on natural hair texture and hairstyles;

WHEREAS, discrimination on the basis of natural hair texture and hairstyles, particularly against men and women of color, has occurred in various employment situations in this country, and this Council desires to prohibit any such discrimination based on natural hair style and texture, such as locs, cornrows, twists, braids, Bantu knots, fades, and afros, by clarifying that under the City's current anti-discrimination policy the City will not discriminate in employment based on hair texture and hairstyles.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Richmond Heights, State of Ohio, that:

Section 1. This Council reaffirms and expands the City's policy that the City will comply with all legal requirements and hereby prohibits discrimination against any individual with respect to their race, including protective hairstyles, color, religion, military status, national origin, disability, age, ancestry, sex, sexual orientation, and gender identity or expression (the "Policy").

Section 2. The term "race", for the purposes of this Policy, shall be deemed to include, without limitation, traits associated with or perceived to be associated with race, including hair type, hair texture, hairstyles, and protective hairstyles, and the term "protective hairstyles" shall include, without limitation, hair textures and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, afro puffs, and other formations, as well as wigs, headwraps, and other head coverings.

Section 3. Artificial barriers or personal attitudes and customs shall not be permitted to affect matters relating to the City's employment practices.

Section 4. The City pledges to ensure that all activities relative to recruitment, hiring and promotion are undertaken to affect the principle of equal employment opportunity; only *bona fide* occupational qualifications should be considered when administering personnel matters; and

further, all matters related to compensation, benefits, transfers, layoffs, recall from layoffs, and training will be free from any and all discriminatory practices.

Section 5. In order to further the purposes of the foregoing Policy, the City may solicit and utilize special outreach efforts to increase the pool of applicants for City employment where there is an under-representation according to any one or more of the categories set forth in Section 1 of this Resolution.

Section 6. The Clerk of Council is hereby directed to cause the posting of a copy of this Resolution on all departments' and City offices' bulletin boards, as well as to incorporate this Resolution and Policy into the City's Employee Handbook, and to have the Human Relations Office provide a copy of this Resolution to all present and future employees of the City.

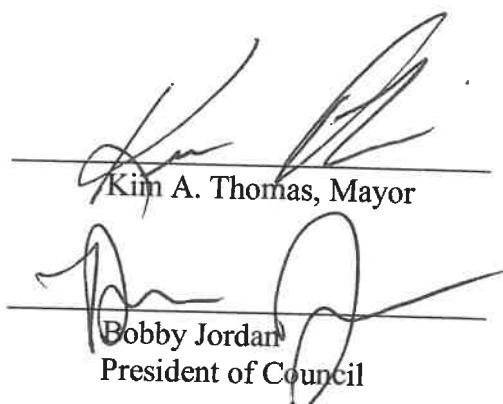
Section 7. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

----- Section 8: This Resolution shall take effect and be in force from and after the earliest

PASSED: October 14, 2025

APPROVED: October 14, 2025

ATTEST: Tracey Blair  
Tracey Blair  
Clerk of Council



Kim A. Thomas, Mayor  
Bobby Jordan  
President of Council