



Executive Branch
Executive Order JMR2016-2
Executive Order JMR2009-1 (revised)

The Administration of the City of Alexandria, Louisiana, finds the following:

WHEREAS, Section 1-04 of the Alexandria Home Rule Charter provides: "Except as otherwise provided by this charter the city shall continue to have all the powers, right, privileges, immunities and authority heretofore possessed by the city under the laws of the state. The city shall have and exercise such other powers, rights, privileges, immunities, authority and functions not inconsistent with this charter as may be conferred on or granted to a local governmental subdivision by the constitution and general laws of the state, and more specifically, the city shall have and is hereby granted the right and authority to exercise any power and perform any function necessary, requisite or proper for the management of its affairs, not denied by this charter, or by general law, or inconsistent with the constitution"; and

WHEREAS, Section 3-07(2) of the Alexandria Home Rule Charter provides that the mayor has the exclusive authority to: "Direct and supervise the administration of all divisions, departments, offices and agencies of the city except as otherwise provided by this charter or by law." And, Section 4-01A provides: "All divisions, departments, offices and agencies shall be under the direction and supervision of the mayor"; and

WHEREAS, Section 7-10A of the Alexandria Home Rule Charter provides: "The mayor, at his option, may appoint boards and commissions, subject to council confirmation, to advise him regarding the operations of city services or other activities, provided that such boards and commissions shall exercise no administrative or legislative responsibility. Appointments shall reflect the social, economic and racial composition of the city"; and

Proclamation of the Executive Branch
Mayor Jacques M. Roy to City Employees

Executive Order JMR2016-2

Executive Order JMR2009-1 (rev.)

WHEREAS, the Alexandria Code of Ordinances addresses legislative intent to ensure goods and services provided by and purchased by the City of Alexandria are fairly handled and free of discrimination. The City adopted at Section 10-35 et seq., ARTICLE III. - SMALL AND EMERGING BUSINESS DEVELOPMENT PROGRAM, which was designed to aid socially and economically disadvantaged persons. Socially or economically disadvantaged person means a person who has been deprived of the opportunity to develop and maintain a competitive position in the economy because of social or economic disadvantage; and

WHEREAS, on January 27, 2009, Executive Order JMR2009-1 was executed and remains in full force and effect with this Order expanding the basic tenets to include classes of persons herein, and that this Order has the effect of adding those classes of persons to 2009-1 by incorporation through reference herein; and

WHEREAS, the extension of all preceding recitals to persons who are discriminated against, or the victims of prejudice and selection or disparities based on sexual orientation and gender identification, is a natural and logical corollary to the existing policy of the City of Alexandria, especially in light of recent decisions in U.S. Constitutional Law and evolving senses of societal norms, patterns, and decency; and

WHEREAS, Article I, Section I of the Constitution of the State of Louisiana provides: "All government, of right, originates with the people, is founded on their will alone, and is instituted to protect the rights of the individual and for the good of the whole. Its only legitimate ends are to secure justice for all, preserve peace, protect the rights, and promote the happiness and general welfare of the people. The rights enumerated in this Article are inalienable by the state and shall be preserved inviolate by the state." This Article indicates that Louisiana has as its primary goal to treat all citizens justly. The Office of the Mayor maintains at its core and justice requires that people employed by the City, goods purchased by the City, contracts let by the City, and work performed by the City shall be based on merit; and

Proclamation of the Executive Branch
Mayor Jacques M. Roy to City Employees

Executive Order JMR2016-2

Executive Order JMR2009-1 (rev.)

WHEREAS, the City of Alexandria may not guarantee a result, but it should, and its employees shall, be committed to providing equality of opportunity for all of its citizens. In order to effectuate these principles and goals, it is paramount that the City of Alexandria—and its offices, officers, divisions, agencies, and commissions—shall be fair and create an atmosphere and work environment free of harassment and discrimination on the basis of race, color, religion, sex, gender-based determinations, sexual orientation, gender identity, national origin, political affiliation, disability, or age; and

WHEREAS, the City of Alexandria is proud to be a culturally rich community of faith, inclusion, tolerance, and diversity. The free exercise of religion in the City of Alexandria, including religious beliefs relating to marriage, is both a constitutionally protected right and a matter of paramount importance to the fabric of Alexandria. The City of Alexandria is proud to foster an environment for its residents, visitors, and businesses that is welcoming, just and inclusive; and

WHEREAS, the freedom against discrimination on any basis is a matter of equal and paramount importance to the fabric of Alexandria, and therefore the extension of appropriate benefits as adjuncts to marriage shall flow as provided by law and marriage; and

WHEREAS, the City of Alexandria should, and hereby does, prohibit discrimination in any administration-overseen offices, divisions, agencies or commissions, including its direct or contractual relationships with other agencies or entities involved with employment, housing, and any public accommodation, when that discrimination is based on race, creed, national origin or ancestry, color, religion, gender or sex, sexual orientation, gender identification, marital status, age, physical condition or disability; and

WHEREAS, in addition and in keeping with the campaign goals of this Administration, the Administration developed an ambitious “Diversity in Action” plan, composed of the “Small and Emerging Business Development Program” for the City of Alexandria and a “Close the Gap” mentoring program. Those plans should include programming ensuring nondiscrimination on the expanded bases herein occurs within the three main initiatives: the *Small*

Proclamation of the Executive Branch
Mayor Jacques M. Roy to City Employees

Executive Order JMR2016-2

Executive Order JMR2009-1 (rev.)

and Emerging Business Development Program (A.F.E.A.T., A.F.I.I., and A.B.A.), SmartAlex, and the Close the Gap initiative; and

WHEREAS, the City of Alexandria's Administration finds that the diversity of a community is a resource compelling moral and economic inclusion in the policy development of the Administration. The City shall develop agendas, formulated with the input of the nonprofit sector, toward advancing civic engagement of the entire community on these issues of diversity and race relations, such as continuing its partnership with PRIDE events as it has over the last several years. These initiatives shall include the study of race relations and other diversity components (e.g. age, gender, sexual orientation, gender identity, and marital or domestic partner status) on the community level; the academic level (including appropriate partnerships); the employment level; and the vending/provision of professional services levels; and

WHEREAS, policy drivers on staff (LGBT liaisons) and community partners shall work together to educate and develop advocacy leadership within the sectors of public employment and development of the workforce on a variety of levels, as well as fair and equal expenditures of public dollars and allocation of assets in the realm of community services in all divisions. Since the implementation of the I.A.C.P. study for public safety on August 14, 2009 by Executive Order, JMR2009-2; and in conjunction with Alexandria's appointment as interim police chief, and ultimately as Commissioner of Public Safety, a person, with a primary role of increasing public safety, diversity and recruitment, including specifically addressing disparities based on sexual orientation and gender identification, Alexandria has maintained and increased its workplace environment and recruiting culture beyond existing legal protections (e.g. race, gender, and national origin) to other diverse populations and classes—such as sexual orientation and gender identification—to include several key mayoral hires and the Chief of Staff position in the City. Since 2009, Alexandria created a Chief Diversity Officer, a direct Mayoral report, to oversee its Human Relations Commission (“HRC”) and act with the Commissioner of Public Safety and HRC executive director to increase diversity and to ensure zero tolerance for discrimination on the basis of race, creed, national origin or ancestry, color, religion, gender or sex, sexual

Proclamation of the Executive Branch
Mayor Jacques M. Roy to City Employees

Executive Order JMR2016-2

Executive Order JMR2009-1 (rev.)

orientation, gender identification, marital status, age, physical condition or disability; and

WHEREAS, to the extent permitted by law, contracts entered into by the City of Alexandria shall contain a requirement that City contractors, consultants or partners will not, in the performance of the contract, discriminate or retaliate on the basis of race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status; and so:

NOW, THEREFORE, I, JACQUES M. ROY, BY THE AUTHORITY VESTED IN ME, as Mayor of the City of Alexandria by the Constitution and laws of the State of Louisiana and the Home Rule Charter and laws of the City of Alexandria, **HEREBY ORDER, AS FOLLOWS:**

- 1) As of Monday, August 29, 2016, at 5:00 p.m. (“the effectuating date”), the City of Alexandria shall continue its longstanding policy of nondiscrimination on the bases contained in this Order, of judging the quality of personnel and services on the basis of merit, and now ensuring those policies have the force and effect of law and/or policy by execution hereof (the “Policy”).
- 2) As of the effectuating date, the performance of those personnel charged with implementing the Policy herein shall be monitored quarterly along with the Items in Executive Order JMR2009-1 reporting.
- 3) As of the effectuating date, failure to implement the Policy in an orderly and immediate fashion may provide the basis for personnel action, including and up to required training and termination, and including the creation of such responsible position and/or effectuation of the program by third-party contractor.

Proclamation of the Executive Branch
Mayor Jacques M. Roy to City Employees

Executive Order JMR2016-2

Executive Order JMR2009-1 (rev.)

- 4) The division heads shall indicate by oath or affirmation their assent to effectuate the Policy herein, giving due respect to their Faith, closely held religious beliefs, and opportunity to discuss the Policy and how it does or does not affect them; but ensuring nonetheless that persons will be judged as public employees and contractors on the basis of merit and not on the basis of race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status.
- 5) The division heads shall indicate by oath or affirmation their assent to effectuate this Policy, such that no participant in City recreation, no recipient of City services, and no citizen requiring the protection and resources of the City will be discriminated against on the basis of race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status.
- 6) The division heads shall ensure all employees or persons entitled to medical, retirement, or insurance or other services offered by the City will not be discriminated against on the basis of race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status.
- 7) The division heads shall provide notice, and the consequence thereof, to all persons and entities contracting/vending with the City that their policies or lack thereof that allow persons to be discriminated against on the basis of race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status may result in debarment according to Executive Order JMR2009-1.

August 29, 2016

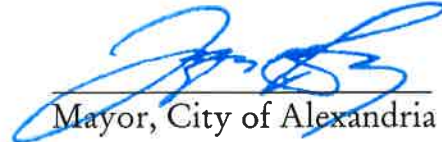
Page -7-

Proclamation of the Executive Branch
Mayor Jacques M. Roy to City Employees

Executive Order JMR2016-2

Executive Order JMR2009-1 (rev.)

IN WITNESS WHEREOF, I have set my hand officially and caused to be affixed the seal of the City of Alexandria, at Alexandria, Louisiana, on this 29 day of August, 2016.



Mayor, City of Alexandria

Witnessed to by the City Attorney or Clerk of the City of Alexandria



