

AN ORDINANCE AMENDING AND REENACTING CHAPTER 10,
ARTICLE IV, HUMAN RIGHTS, OF THE CITY
OF BECKLEY CODE TO ADD "SEXUAL
ORIENTATION" AND "GENDER IDENTITY" AS PROTECTED CLASSES

DIVISION 1. - GENERALLY

Sec. 10-400. - Definitions.

As used in this article, the following terms shall have the respective meanings ascribed to them:

Age: Persons over forty (40) years of age.

Discriminate: To exclude from or fail to refuse to extend to a person equal opportunities because of race, religion, color, national origin, ancestry, sex, sexual orientation, gender identity, age, or blindness or other handicap; the term "discriminate" includes to separate or segregate.

Employer: Any person, as defined in Section 1-2, employing twelve (12) or more persons within the City; provided, that such term shall not be taken, understood or construed to include a church, church affiliated non-profit, or private club. The term "employer" shall not include the State, the county or the City, or any political or civil subdivisions thereof.

Employment Agency: Any person undertaking, with or without compensation, to procure, recruit, refer, or place employees. A newspaper engaged in the activity of advertising in the normal course of its business shall not be deemed to be an employment agency.

Familial Status: "Familial status" means one or more individuals (who have not attained the age of eighteen (18) years) being domiciled with:

- (a) A parent or another person having legal custody of such individual or individuals; or
- (b) The designee of such parent or other person having such custody, with the written permission of such parent or other person. The protection afforded against discrimination on the basis of familial status shall apply to any person who is pregnant or is in the process of securing legal custody of any individual who has not attained the age