CONSOLIDATED CITY OF INDIANAPOLIS
COUNTY OF MARION
STATE OF INDIANA

EXECUTIVE ORDER NO. 1, 2015

DECLARATION OF NON-DISCRIMINATION

WHEREAS, the City of Indianapolis and Marion County, Indiana ("the City") has gained a reputation for welcoming and promoting diversity among its citizens, visitors, and businesses; and

WHEREAS, the City has for years insisted that all vendors, contractors, grant recipients, and anyone receiving public funds or benefits of any kind not discriminate on the basis of race, religion, color, disability, sexual orientation, gender identity, national origin, ancestry, age, or United States military service veteran status; and

WHEREAS, the foregoing policy serves a compelling governmental interest and is the least restrictive means of furthering that interest; and

WHEREAS, on March 26, 2015, the Governor signed Senate Enrolled Act 101, also known as the Religious Freedom Restoration Act ("RFRA"), which will become effective on July 1, 2015; and

WHEREAS, RFRA, in combination with other Indiana law, may be interpreted to permit discrimination by claiming a substantial burden on the exercise of religion; and

WHEREAS, Section 2 of RFRA authorizes an exemption from RFRA if a state statute expressly exempts an ordinance, resolution, executive or administrative order, regulation, custom, or usage from RFRA's application; and

WHEREAS, given the City's efforts promoting and welcoming diversity among its citizens, visitors, and businesses, it is necessary to affirm the City's commitment to inclusion.

NOW THEREFORE, by virtue of the authority vested in me as the Mayor of the City of Indianapolis and the Chief Executive of Marion County, Indiana, it is hereby ordered as follows:

1. The City hereby affirms its policy that no vendor, contractor, grant recipient, or anyone receiving public funds or benefits of any kind shall discriminate on the basis of race, religion, color, disability, sexual orientation, gender identity, national origin, ancestry, age, or United States military service veteran status, and any breach of this policy shall continue to be considered a material breach of the relationship with the City.

2. The City hereby requests the Indiana General Assembly and the Governor to expressly add sexual orientation and gender identity as protected classes in state law.

3. The City hereby requests the Indiana General Assembly and the Governor to expressly exempt the City's ordinances, resolutions, executive or administrative orders, regulations, customs, and usages from RFRA's application.

Dated: 3/30/15

CONSOLIDATED CITY OF INDIANAPOLIS
AND MARION COUNTY, INDIANA

Gregory A. Ballard
Mayor of Indianapolis
Chief Executive of Marion County

Approved as to form and legality:

Andrew P. Seiwert, Corporation Counsel