

MUNICIPALITY	DATE OF ADOPTION	EFFECTIVE DATE	Summary of Nondiscrimination Ordinances across the state of North Carolina
Town of Chapel Hill	01/13/2021	01/13/2021	<ul style="list-style-type: none"> • Ordinance amended Chapter 10-Licenses and Business Regulations to prohibit discrimination in employment and public accommodations, • Ordinance includes the following protected classes/categories: race, ethnicity, color creed, sex, sexual orientation, gender, identity, gender expression, national origin, national ancestry, marital status, familiar status, pregnancy, veteran status, religion, religious belief or non-belief, age, disability. • Ordinance makes it unlawful to discriminate against or on the basis of one or more of the protected classes and provides for civil remedies. • Town Manager will decide how to craft an investigation.
Greensboro	01/19/2021	07/01/2021	<ul style="list-style-type: none"> • Ordinance amended the existing Declaration of Policy in Chapter 12-Human Rights, which encourages the elimination of discrimination because of race, color, religion, sex, handicap, familial status, or national origin to make it clear that the term sex explicitly includes gender identity and gender expression. • Ordinance makes it clear that the elimination of discrimination based upon race and national origin includes hair texture and hairstyles associated with both protected classes. • Ordinance prohibits discrimination in employment and public accommodations based upon the aforementioned protected categories with the expanded definitions. • Ordinance provides that employment and public accommodation complaints are investigated by the Human Rights Department; however, unresolved complaints are referred to the appropriate federal or state agency; complainant informed of the right to file a private action. • Fair Housing Ordinance was amended to expand the definition of sex, race and national origin as indicated above. • Greensboro is looking at adding enforcement options.
Charlotte	08/09/2021	01/01/2022*	<ul style="list-style-type: none"> • Adopted NDO August 9, 2021. Employment provisions become effective 1/01/2022. * • Other provisions become effective 10/1/21-Edits to public accommodations ordinance, etc.
Durham (City)	01/19/2021	07/01/2021	<ul style="list-style-type: none"> • Ordinance amended Chapter 34-Human Relations and renamed said chapter as Nondiscrimination.

			<ul style="list-style-type: none"> • The general purpose of said Chapter is to “...provide individuals within the City of Durham freedom from discrimination, in connection with housing, employment, and public accommodations, because of race, color, religion, national origin, sex, disability, familial status, military status, sexual orientation, gender identity, and protected hairstyles to promote harmony in human relations and to prevent commercial advantage from unethical practices.” • Ordinance will be enforced by Human Relations Commission. • Fair Housing Ordinance was amended to include additional protected classes: military status, sexual orientation, gender identity, or protected hairstyle. • Ordinance provides for criminal and civil remedies. • Still checking on the details of the enforcement process.
Winston-Salem	Info Item for CD/H/GG Committee 08/10/2021		<ul style="list-style-type: none"> • Nondiscrimination ordinances in Public Accommodations and Employment. • Enforced by Human Relations Department • Outreach • Complaint and Conciliation process • Civil Enforcement (injunction relief) • Ordinances effective 1/1/2022. Civil Enforcement effective 3/1/2022.
Town of Hillsborough	01/11/2021	01/11/2021	<ul style="list-style-type: none"> • Ordinance amended city code and created new Section 5-11.a to prohibit discrimination in places of accommodation and employment. • Discrimination “...means any difference in treatment based on race, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief, age, or disability.” • Ordinance provides for criminal remedies, but also has reference to injunctive relief. • Chief of Police may be the enforcement arm. • Still checking on the details of the enforcement process.
Raleigh	01/05/2021	01/05/2021	<ul style="list-style-type: none"> • Ordinance, which was adopted some time ago, provides a policy of nondiscrimination which states, in part, “...that the City of Raleigh is, and shall be, to oppose any discrimination based on actual or perceived age, mental or physical disability, sex, religion, race, color, sexual orientation, gender identity or expression, familial or marital status, economic status, veteran status or national origin in any aspect of modern life.” • Ordinance encourages corporate and community partners to oppose discrimination.

			<ul style="list-style-type: none"> • The City Council amended said policy to add the following paragraph: “Recognizing the substantial benefits that an equitable, diverse, and inclusive community provides, the City supports those community members and businesses whose efforts support a community free from discrimination. Equity, diversity and inclusion are cornerstones of a strong local economy and commercial activities within the City should support economic growth and not hamper it. The City will not tolerate illegal discrimination and encourages its corporate and individual community partners to oppose discrimination in all forms.” • Ordinance applies to the city’s operations including boards and commissions and city contracts. • Raleigh continues to examine the city’s authority to adopt additional provisions with enforcement options.
Town of Carrboro	01/12/2021	01/12/2021	<ul style="list-style-type: none"> • Ordinance amended city code to prohibit discrimination in employment and public accommodations. • Ordinance defines discrimination to “...mean any difference in treatment based on race, natural hair or hairstyles, ethnicity, creed, color, sex, sexual orientation, gender identity or expression, national origin or ancestry, marital or familial status, pregnancy, veteran status, religious belief or non-belief, age, or disability.” • Ordinance makes it unlawful to discriminate against or on the basis of one or more of the protected classes and provides for civil remedies and criminal remedies. • Still checking on the details of the enforcement process.
Orange County	01/19/2021	01/19/2021	<ul style="list-style-type: none"> • Ordinance amended Chapter 12 to prohibit discrimination in employment, public accommodations and housing. • Ordinance defines protected class to mean “...age (as defined in the Orange County Civil Rights Ordinance), race, ethnicity, color, national origin, religion, creed, sex, sexual orientation, gender, gender identity, gender expression, marital status, familial status, source of income, disability, political affiliation, veteran status, disabled veteran status. • Ordinance makes it unlawful to discriminate against or on the basis of one or more of the protected classes and provides for civil remedies and criminal remedies. (Double-checking) • Ordinance prohibits discrimination in city contracting. • Enforced through the Orange County Civil Rights Ordinance. • Still checking on the details of the enforcement process.

Asheville	04/27/2021	07/01/2021	<ul style="list-style-type: none"> Adopted Nondiscrimination in Public Accommodations and Employment Ordinances on April 27, 2021 to go into effect July 1, 2021.
Apex	06/08/21	01/01/2022	<ul style="list-style-type: none"> Adopted NDO Employment and Public Accommodations
Buncombe County	04/20/21	07/01/2021	<ul style="list-style-type: none"> Adopted Nondiscrimination in Public Accommodations and Employment Ordinances on April 20, 2021 to go into effect July 1, 2021.
Durham County			<ul style="list-style-type: none"> Currently engaged in due diligence and evaluating options.
Fayetteville			<ul style="list-style-type: none"> Currently engaged in due diligence and evaluating options.
High Point			<ul style="list-style-type: none"> Not currently engaged in due diligence and evaluating options.
Wake County			<ul style="list-style-type: none"> Waiting to hear if Wake County is currently engaged in due diligence and evaluating options.
Wilmington			<ul style="list-style-type: none"> Currently engaged in due diligence and evaluating options.
Chatham County			<ul style="list-style-type: none"> Draft NDO-Anticipate approval on August 16, 2021.
Mecklenburg County			<ul style="list-style-type: none"> Draft NDO-Anticipate approval on September 9, 2021.

Note: This chart is subject to frequent editing as information becomes available and clarifications are provided. Updated 8/10/2021