

**ORDINANCE  
ROCK COUNTY BOARD OF SUPERVISORS**

SUPERVISOR JASON DOWD  
INITIATED BY

AMY SPODEN,  
ACTING HUMAN RESOURCES DIRECTOR  
DRAFTED BY

COUNTY BOARD STAFF  
COMMITTEE  
SUBMITTED BY



MARCH 5, 2015  
DATE DRAFTED

**TO AMEND SECTION 18.102 OF THE ROCK COUNTY PERSONNEL ORDINANCE**

1 **WHEREAS**, a person's sexual orientation is distinct from a person's gender identity and expression; and,  
2  
3 **WHEREAS**, Sexual orientation is included in the County's Personnel Ordinance and is the preferred term used  
4 when referring to an individual's physical and/or emotional attraction to the same and/or opposite gender.  
5 "Gay," "lesbian," "bisexual" and "straight" are all examples of sexual orientations; and  
6  
7 **WHEREAS**, Gender identity is distinct from the term "sexual orientation," and refers to a person's innate,  
8 deeply felt psychological identification as a man, woman or some other gender, which may or may not  
9 correspond to the sex assigned to them at birth (e.g., the sex listed on their birth certificate); and  
10  
11 **WHEREAS**, Gender expression refers to all of the external characteristics and behaviors that are socially  
12 defined as either masculine or feminine, such as dress, grooming, mannerisms, speech patterns and social  
13 interactions. Social or cultural norms can vary widely and some characteristics that may be accepted as  
14 masculine, feminine, or neutral in one culture may not be assessed similarly in another; and  
15  
16 **WHEREAS**, adding gender identity and gender expression to the Personnel Ordinance has been suggested by  
17 the resolution author to provide additional clarity;  
18  
19 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled this  
20 26 day of March, 2015 does hereby amend Chapter XVIII, Section 18.102 B (d) of the  
21 County's Personnel Ordinance as follows:

15-3A-219

**CHAPTER XVIII**

**PERSONNEL ORDINANCE**

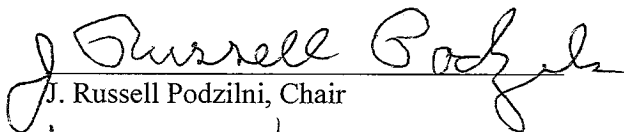
**SECTION 1**

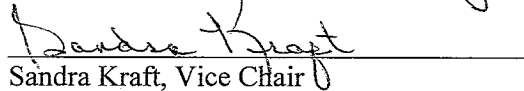
**OBJECTIVES AND SCOPE**

- 26  
27 18.102 Purposes.  
28  
29 B. Establish a uniform County Personnel Policy and procedures to recruit, select,  
30 develop and maintain an effective and responsive workforce for the County. The  
31 Ordinance shall be based on the following objectives:  
32  
33 (d) To assure fair treatment of all applicants and employees in all aspects of  
34 personnel administration without regard to political affiliation or beliefs, race,  
35 color, national origin or ancestry, sex, age, religion, disability, sexual identity  
36 and orientation, gender identity, gender expression, genetic information, or  
37 any other cause for discrimination as defined by law, except as allowable as a  
38 bonafide occupational requirement, and with proper regard for their rights as  
39 citizens.

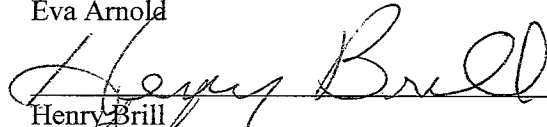
Respectfully Submitted,

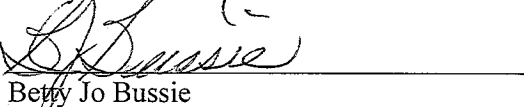
COUNTY BOARD STAFF COMMITTEE

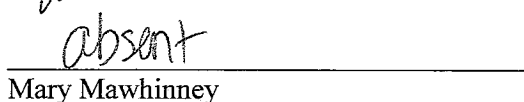
  
J. Russell Podzilni, Chair


  
Sandra Kraft, Vice Chair

  
Eva Arnold

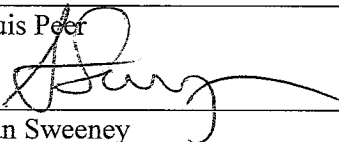
  
Henry Brill

  
Betty Jo Bussie

  
Mary Mawhinney



Louis Peer



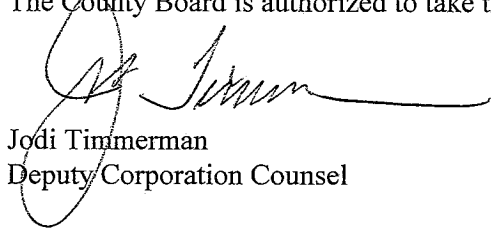
Alan Sweeney



Terry Thomas

LEGAL NOTE:

The County Board is authorized to take this action pursuant to secs. 59.01 and 59.03, Wis. Stats.

  
Jodi Timmerman  
Deputy Corporation Counsel

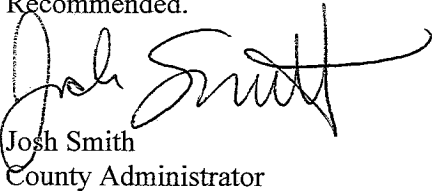
FISCAL NOTE:

Minimal fiscal impact.

  
Sherry Oja  
Finance Director

ADMINISTRATIVE NOTE:

Recommended.

  
Josh Smith  
County Administrator