



# City of Mesquite, Texas

## Legislation Details (With Text)

**File #:** 16-2169      **Version:** 2      **Name:** EEO Non-Discrimination Policy  
**Type:** Agenda Item      **Status:** Consent  
**File created:** 5/20/2016      **In control:** City Council  
**On agenda:** 6/6/2016      **Final action:**  
**Title:** Adopt a new Equal Employment Opportunity Non-Discrimination Policy Statement.  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. EEO Policy Statement

| Date | Ver. | Action By | Action | Result |
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Adopt a new Equal Employment Opportunity Non-Discrimination Policy Statement.

On June 26, 2015, the Supreme Court of the United States struck down Section 3 of the Defense of Marriage Act - 1996 (DOMA) and created additional protections for same-sex couples in the United States. The Supreme Court ruling grants legally married same-sex couples the same benefits received by their heterosexual peers including but not limited to:

- Expanded non-discriminatory protection in employment
- Health insurance and pension protections for spouses
- Social security benefits for widows and widowers
- Support and benefits for military spouses
- Joint income tax filing and exemption from federal estate taxes

As a result of this Supreme Court ruling, the City of Mesquite must modify its Equal Employment Opportunity (EEO) non-discrimination policy statement. The proposed statement has been vetted with internal and external legal counsel.

Staff recommends adoption of the new EEO non-discrimination policy statement.

Current & Proposed EEO Non-Discrimination Policy Statements

Rick French

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