

ORDINANCE NO. 213- 2025

AN ORDINANCE AMENDING PART 1, ADMINISTRATIVE LEGISLATION, CHAPTER 6 ANTI-DISCRIMINATION, OF THE WEST VINCENT TOWNSHIP CODE, TO PROVIDE EXPANDED DEFINITIONS OF DISCRIMINATION, DISCRIMINATION ACTS, AND SEXUAL ORIENTATION, TO FURTHER DEFINE UNLAWFUL PRACTICES AND TO REGULATE MEETINGS OF THE COMMISSION

WHEREAS, in order to protect the health, safety and general welfare of the residents of the Township, the Board of Supervisors amended the Township Code by adopting Part 1 Chapter 6 creating an Anti-Discrimination Ordinance and thereby establishing the Human Relations Commission of West Vincent Township; and

WHEREAS, the Board of Supervisors has determined that in order to protect all of the residents of West Vincent Township from discrimination, amendments to certain definitions within the code are needed;

NOW, THEREFORE, BE IT ORDAINED AND ENACTED by the Board of Supervisors for West Vincent Township, and it is hereby ordained and enacted, by the authority of the same, to wit:

SECTION 1. Part 1. Administrative Legislation, of the West Vincent Township Code, Chapter 6 Anti-discrimination, §6-2 definitions, is amended as follows:

A. The definition of discrimination shall be deleted in its entirety and replaced with the following:

DISCRIMINATION

Any discriminatory act(s) taken by any person, employer, employment agency, labor organization or public accommodation on the basis of actual or perceived race, color, sex, religion, ancestry, genetic information, natural origin, sexual orientation, gender identity or expression, familiar status, marital status, age, mental or physical disability, veteran status, traits associated with race including hair texture and protective hairstyles, having a GED rather than a high school diploma or the use of guide or support animals and/or mechanical aids.

B. The definition of discriminatory acts is deleted in its entirety and replaced with the following:

DISCRIMINATORY ACTS

All acts defined in the Pennsylvania Human Relations Act, Title VII of the Civil Rights Act of 1991, the Age Discrimination in Employment Act and/or any other federal law addressing discrimination based on any protected characteristic protected by this Ordinance, or any acts of Discrimination regardless of whether such actions would otherwise be lawful under state or federal law. The fact that the Pennsylvania Human Relations Act would not define a practice as unlawful when that practice is taken on the basis of actual or perceived sexual orientation, gender

identity or expression, familiar status, traits associated with race including hair texture and protective hairstyles, or marital status shall not exempt such practice from being considered a discriminatory act under this chapter.

C. The definition of sexual orientation is deleted in its entirety and replaced with the following:

SEXUAL ORIENTATION

Any and all personal sexual identities and acts between consenting adults, including but not limited to homosexuality, heterosexuality, and/or bisexuality.

SECTION 2. Part 1. Administrative Legislation, of the West Vincent Township Code, Chapter 6 Anti-discrimination, Section 6-3, Unlawful Practices, paragraph A shall be deleted in its entirety and replaced with the following:

Discrimination in housing, employment, commercial property, or public accommodations, excluding exceptions made under federal law, Pennsylvania law, or under this chapter in West Vincent Township.

SECTION 3. Part 1. Administrative Legislation, of the West Vincent Township Code, Chapter 6 Anti-discrimination, Section 6-5, Establishment of Human Relations Commission, shall be amended by adding paragraph H as follows:

H. The West Vincent Township Human Relations Commission shall meet on an as needed basis, as shall be authorized by the Board of Supervisors, to discuss and provide education, outreach and training.

SECTION 4. REPEALER

All other provisions of the Ordinances of West Vincent Township, as amended, shall remain in full force and effect. All other Ordinances or provisions of Ordinances inconsistent herewith or in conflict with any of the terms hereof are, to the extent of said inconsistencies or conflicts, hereby specifically repealed.

SECTION 5. REVISIONS

The West Vincent Township Board of Supervisors does hereby reserve the right, from time to time, to adopt modifications of, supplements to, or amendments of its Ordinance, including this provision.

SECTION 6. SEVERABILITY.

The provisions of this Ordinance are severable. If any section, clause, sentence, part or provision thereof shall be held illegal, invalid, or unconstitutional by a court of competent jurisdiction, such decision of the court shall not affect or impair any of the remaining sections, clauses, sentences, parts or provisions of this Ordinance. It is hereby declared to be the intent of the Township Board of Supervisors that this Ordinance would have been adopted if such illegal, invalid, or unconstitutional section, clause, sentence or part of a provision had not been included herein.

SECTION 7. EFFECTIVE DATE.

This Ordinance shall become effective 5 days after the date of its adoption.

SECTION 8. FAILURE TO ENFORCE NOT A WAIVER.

The failure of West Vincent Township to enforce any provision of this Ordinance shall not constitute a waiver by the Township of its rights of future enforcement hereunder.

ENACTED AND ORDAINED this _____ day of _____, 2025 by the Board of Supervisors of West Vincent Township.

**BOARD OF SUPERVISORS
WEST VINCENT TOWNSHIP
CHESTER COUNTY, PENNSYLVANIA**

ATTEST:

By: _____
Christina Casey,
Township Secretary

By: _____
Dana Alan, Chair

By: _____
Bernie Couris, Vice-Chair

By: _____
Charlene Briggs, Member