

NOW, THEREFORE, BE IT RESOLVED that the Greensboro City Council supports the ratification of the Equal Rights Amendment; and

BE IT FURTHER RESOLVED that the Greensboro City Council urges the General Assembly of the State of North Carolina to ratify the ERA to the U.S. Constitution, as proposed by Congress on March 22, 1972, during the 2019 Legislative session.

Adopted this the 5<sup>th</sup> day of March, 2019.

# GREENSBORO CITY COUNCIL RESOLUTION

## RESOLUTION IN SUPPORT OF RATIFICATION OF THE EQUAL RIGHTS AMENDMENT TO THE UNITED STATES CONSTITUTION

WHEREAS, the United States Constitution does not explicitly guarantee equal rights and equal protection for the sexes;

WHEREAS, the 14th Amendment to the United States Constitution and State constitutional statements of equality generally do not provide the strict scrutiny for sex-based classifications that is provided for classifications based on race, religion, and national origin;

WHEREAS, state laws are not uniform and federal laws are not comprehensive, and these laws can be repealed or reduced;

WHEREAS, the people of the United States continue to experience the negative effects of lack of political parity between men and women, workplace discrimination, health care inequities, disparate rates of poverty, rape, and domestic violence assaults;

WHEREAS, the Equal Rights Amendment (ERA) provides that "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex";

WHEREAS, the Amendment would help ensure women and men have the same constitutional protections;

WHEREAS, the ERA was passed by Congress in 1972, and has been ratified by 37 states, the most recent being Nevada in 2017 and Illinois in 2018;

WHEREAS, the time limit for the ERA appears only in the preamble;

WHEREAS, Congress presently is considering a bill that removes the time limit for ratification of the ERA;

WHEREAS, the City of Greensboro enforces principles of fair treatment of its employment applicants and employees without discrimination on the basis of sex, and prohibits sexual harassment in the workplace.

