

EXHIBIT A

**PROPOSED ARTICLE XXIII, GENERAL PROVISIONS
SECTION 23.07, NON DISCRIMINATION CLAUSE**

Present Charter	Proposed Charter	Reasoning
<p align="center">ARTICLE XXIII GENERAL PROVISIONS</p> <p>SECTION 23.07, NON DISCRIMINATION CLAUSE</p> <p>No appointed or elected official and no employee of the City of Gahanna in discharging their duties under the City Charter, Administrative Code, or rules shall discriminate against any person or group on the basis of age, gender, race, color, marital status, disability, religion, sexual orientation, national origin, or status as a covered veteran in accordance with applicable federal, state and local laws. Elected or appointed officials, or classified or unclassified employees shall not use age, gender, race, color, marital status, disability, religion, sexual orientation, national origin or status as a covered veteran in accordance with applicable federal, state and local laws as a basis to limit the use or availability of any public resource.</p>	<p align="center">ARTICLE XXIII GENERAL PROVISIONS</p> <p>SECTION 23.07, NON DISCRIMINATION CLAUSE</p> <p>In accordance with applicable federal, state, and local laws, in the discharge of their official duties, no appointed or elected official, nor any classified or unclassified and no employee of the City of Gahanna in discharging their duties under the City Charter, Administrative Code, or rules shall discriminate against any person or group, nor limit the use or availability of any public resource, on the basis of any of the following protected statuses: age, gender, race, color, marital status, disability, religion, sexual orientation, national origin, or status as a covered veteran in accordance with applicable federal, state and local laws race, color, religion, sex, sexual orientation, gender identity or expression, ancestry, age, disability, familial status, military status, creed, national origin, or any status protected by applicable federal, state, or local law.</p> <p>Elected or appointed</p>	<p align="center">ARTICLE XXIII GENERAL PROVISIONS</p> <p>SECTION 23.07, NON DISCRIMINATION CLAUSE</p> <p>The purpose of the change is to align the Charter’s non discrimination enumeration with the City’s existing Codified Ordinances, updating protected categories to reflect current federal, state, and local legal standards; and to consolidate the two prohibitions into one paragraph.</p>

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