



In 2011, the city of Berea considered including sexual orientation and gender identity in an ordinance to create a local human rights commission. The Kentucky Commission on Human Rights prepared a fiscal impact statement that indicated that if Berea planned to have an investigative staff as part of its new commission, it would cost approximately \$750 in additional funding to include sexual orientation and gender identity protections in their ordinance. Berea passed the proposed ordinance to create a human rights commission but did not include in the ordinance anti-discrimination provisions relating to sexual orientation and gender identity and did not provide funding to hire staff to investigate discrimination claims in general.

Additionally, it should be noted, the employment practices of all local governments would be subject to the provisions of HB 379 and local governments would need to review their policies of nondiscrimination and conduct appropriate training to assure compliance with HB 379. Such training could be incorporated into existing training relating to discrimination and the cost would be minimal.

**Data Source(s):** LRC Staff; Kentucky League of Cities; Kentucky Human Rights Commission.

**Preparer:** Hank Marks      **Reviewer:** MCY      **Date:** 2/11/15