

## Sexual Orientation and Gender Identity Discrimination is Prohibited in the City of Salem

---

*Salem Revised Code 97.005 It is the policy of the City of Salem to eliminate discrimination based on race, religion, color, sex, marital status, familial status, national origin, age, mental or physical disability; **sexual orientation, gender identity** and source of income. The City Council finds that such discrimination poses a threat to the health, safety, and general welfare of the citizens of Salem and menaces the institutions and foundation of our community.*

---

In 2002, five years before similar laws were written for the State of Oregon, Salem's City Council approved revisions to prohibit discrimination in housing, employment and public accommodations (such as businesses, movie theaters and restaurants) based on sexual orientation or gender identity. At that time only 40 other cities in the United States had similar laws. Today, through the work of volunteer commissioners and task force members, these laws continue to protect LGBTQ people in Salem.

## The LGBTQ Rights Task Force

---

The LGBTQ Rights Task Force was created in 2017 to address issues of LGBTQ rights in our community. This task force is a subcommittee of the HRRAC. Through the guidance of Chapters 3 and 97 of the *Salem Revised Code* this task force promotes LGBTQ inclusion in a healthy, safe, and respectful civic community.

---

This task force is inspired by work HRRAC commission members previously participated in helping to develop a transgender interaction training document in 2016 for the Salem Police Department. Further in service training for Salem municipal agencies is part of ongoing tasks. Additionally the task force informs HRRAC commissioners and Core Response Team members on matters regarding LGBTQ rights in our city. The HRRAC informs and advises the Mayor and City Council.

---

The LGBTQ Rights Task Force meets once a month. Dates, location, and meeting agendas are posted at <http://www.cityofsalem.net/calendar> These are public meetings and all are welcome to attend.

---

Si necesita ayuda para comprender esta información, por favor llame 503540-2371.

# Human Rights and Relations Advisory Commission

---

## LGBTQ Rights Task Force

---

In an effort to make Salem a safe, respectful and inclusive community, where the rights of LGBTQ people are protected, this brochure is offered to inform people about the work of the LGBTQ Rights Task Force. The Task Force is a subcommittee of the Human Rights and Relations Advisory Commission.

---



## Contacting the Human Rights and Relations Advisory Commission (HRRAC)

---

Besides a legally defined act of intimidation, that may be reported to law enforcement, you may have experienced hate or bias in other ways that you may report to the Commission.

This may include: offensive language, actions or symbols, written or verbal threats, bullying, abusive phone calls, emails, or messages.

HRRAC has a subcommittee of victim advocates called the Core Response Team. The Team supports anyone who has suffered due to another's bias or prejudice. The Core Response Team denounces hate or bias activity and offers support to victims. Here's how to contact the Core Response Team:

Core Response Team  
HRRAC  
City of Salem  
555 Liberty Street SE, Room 220  
Salem, Oregon 97301  
Phone: 503-540-2371  
Fax: 503-588-6354  
[humanrights@cityofsalem.net](mailto:humanrights@cityofsalem.net)

## Human Rights and Relations Advisory Commission of Salem: Journey since 1964

---

HRRAC originated in 1964 as the Salem Human Relations Commission (HRC) with 21 members. Affirmative action, community educational campaigns, disability access, and housing discrimination were issues faced by the new Commission.

In the 1970s the commission became known as the Salem Area Human Rights Commission, with services for the deaf, accessible architecture for the disabled, and race relations being top priorities.

The Commission was reassigned from the Personnel Department to the Neighborhood Services Section of Community Development in the 1980s, and complaints of abuse and human rights violations at local prisons and state training schools were investigated.

The Commission acquired its present name, the Human Rights and Relations Advisory Commission (HRRAC) in 1993. The Commission advised upon curb cuts for the disabled, gang activity, and discrimination that was aimed at African Americans, Asian Americans, Hispanic Americans and people based upon their sexual orientation.

The 2000s brought about a number of positive changes for HRRAC beginning with revisions to the *Salem Revised Code* Chapter 97 (Human Rights) being adopted by City Council in 2002. The revised code added provisions for further protection against discrimination based on sexual orientation, gender identity, source of income and domestic partnership. HRRAC partnered with organizations like the Coalition for Equality, Catholic Community Services, and the NAACP to assist in cases.

HRRAC began to sponsor events that spoke up against discrimination and was named as one of the "Top 10" organizations in the Mid-Willamette Valley working proactively to improve the lives of minorities by the Statesman Journal in 2003.

The Core Response Team (CRT) was formed in 2008, to guide community response in the wake of a hate incident or crime. HRRAC continues to sponsor community meetings and has established a number of other task forces in addition to the CRT: Community Awareness Campaign, LGBTQ, Shelter and Sustenance, and Trauma Informed Care.