

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. CR-58
Series of 2026

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A RESOLUTION AFFIRMING THE CITY'S COMMITMENT TO COMPLIANCE WITH FEDERAL ANTIDISCRIMINATION LAWS

WHEREAS, the City receives grant funds from various federal agencies under the Executive Branch of the United States government;

WHEREAS, federal agencies administering such federal grant funds to the City have conditioned or likely will condition continued grant funding on the City's certification of its compliance with federal antidiscrimination laws (the "Grant Conditions");

WHEREAS, federal antidiscrimination laws generally prohibit federal grant recipients from discriminating against any individual on the basis of a protected characteristic, including without limitation race, color, national origin, sex, religion or disability;

WHEREAS, federal antidiscrimination laws specifically prohibit federal grant recipients from discriminating on the basis of a protected characteristic in employment practices, regardless of whether such employment practice is related to a federally funded program;

WHEREAS, the Executive Branch of the United States government has issued communications, directives and orders (the "Executive Directives") interpreting federal antidiscrimination laws which may imply that any Diversity, Equity and Inclusion ("DEI") program administered by a federal grant recipient is presumptively unlawful;

WHEREAS, federal district courts across the country have enjoined the enforcement of Grant Conditions based on these Executive Directives because the conditions are ambiguous and unconstitutional;

WHEREAS, the City understands that DEI programs *per se* do not violate federal antidiscrimination laws absent discrimination based on a protected characteristic;

WHEREAS, the City has reviewed its policies and practices to ensure that, as a recipient of federal grant funds, it is compliant with all federal antidiscrimination laws; and

WHEREAS, the City Council desires to affirm its commitment to equality and inclusivity in a manner that is consistent with federal antidiscrimination laws.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The City Council hereby declares that the City does not classify or discriminate based on an individual's protected characteristic, including without limitation race, sex, sexual orientation, transgender status, age, disability, national origin, political affiliation or religious practice.

Section 2. The City Council further affirms that, in maintaining its Diversity, Inclusivity, and Social Equity ("DISE") Board and continuing its commitment to building a unified community, the City does not violate any federal antidiscrimination law. Specifically, the DISE Board does not use any protected characteristic as a basis for employment decisions; does not administer trainings based on negative stereotypes about individuals or groups; and neither generates nor tolerates hostile work conditions for any protected group.

Section 3. The City Council therefore finds and determines that the execution of any certifications by City officials is and has been authorized by the City Council, and that such certifications are made consistent with existing law.

DATED at Northglenn, Colorado, this _____ day of _____, 2026.

MEREDITH LEIGHTY
Mayor

ATTEST:

JOHANNA SMALL, MMC
City Clerk

APPROVED AS TO FORM:

COREY Y. HOFFMANN
City Attorney