



Legislation Details (With Text)

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**Effective date:** 4/11/2018

**Title:** Ordinance amending and supplementing the City of Pittsburgh Code of Ordinances, Title I: Administrative, Article XI: Human Resources, Chapter 180: Human Resources Administration, by adding Section 180.08: Internal Policies and Section 180.09: Prohibition of Non-Disclosure Agreements.

**Sponsors:** Corey O'Connor, Bruce A. Kraus, Deborah L. Gross

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
4/3/2018	1	City Council	Passed Finally	Pass
3/28/2018	1	Standing Committees	Affirmatively Recommended	Pass
3/20/2018	1	City Council	Read and referred	

Ordinance amending and supplementing the City of Pittsburgh Code of Ordinances, Title I: Administrative, Article XI: Human Resources, Chapter 180: Human Resources Administration, by adding Section 180.08: Internal Policies and Section 180.09: Prohibition of Non-Disclosure Agreements.

**The Council of the City of Pittsburgh hereby enacts as follows:**

**SECTION 1.** The City of Pittsburgh Code of Ordinances is hereby amended and supplemented at Title I: Administrative, Article XI: Human Resources, Chapter 180: Human Resources Administration, by adding the following:

**§ 180.08 - Internal Policies**

A. The Department of Human Resources and Civil Service shall perform annual reviews of its Equal Employment Opportunity policies to ensure continued compliance with applicable law.

**§ 180.09 - PROHIBITION OF NON-DISCLOSURE AGREEMENTS**

A. For the purposes of this Section, “employee” refers to all City of Pittsburgh employees, elected officials, and employees of City Council, including all Directors, Supervisors, officials, and interns, both paid and unpaid.

B. To the extent legally permissible, the City of Pittsburgh shall not make use of non-disclosure provisions in settlements or agreements reached with employees found to have committed harassment or related misconduct, as defined by applicable law and policy, irrespective of whether that employee is terminated or retained.

C. To the extent legally permissible, the City of Pittsburgh shall respect the request of the victim employee about disclosure of identifiable information, including descriptions of the incident(s) of harassment or related misconduct.

**SECTION 2.** This Ordinance shall take effect upon signature by the Mayor, or, if the Mayor does not sign the Ordinance, it shall take effect eleven (11) days after its enactment by City Council.