

**Protected Classes Matrix**

PO 2025-0018 Striking Amendment S1		N/A	1	2	3	4	6	7
KCC Section		CHARTER	2.15.005	2.15.010	2.15.020	3.12.180	3.12D.010	3.12D.020
Area Covered			Citizen and Immigration Status			Personnel System	Discrimination, Harassment, and Inappropriate Conduct	
Included in definition of "protected classes" in S1	Sex	x	x			x		
	Race	x	x	x		x	x	x
	Color	x	x			x	x	x
	National origin	x	x			x	x	x
	Ethnicity			x				
	Religious affiliation	x	o	o		o	o	o
	Disability	x		x		o	x	x
	Sexual orientation	x	x	x		x	x	x
	Gender identity or expression	x	x	x		x	o	o
	Age except by minimum age and retirement provisions	x				x	o	o
	Status as a family caregiver	x						
	Parental status							
	Marital status			x		x	x	x
	Military status <sup>1</sup>	x		o		o	o	o
	Citizenship or immigration status		x		x			
Pregnancy							x	x
English proficiency			x	o				
Housing status				x				
Financial status				x				
Status as a victim of domestic violence				x			o	o
Criminal History				x				
Any other status protected by federal, state, or local law							x	x
Other				x <sup>3</sup>				
Ancestry						x		
Creed						x	x	x
Service or assistive animal <sup>2</sup>							x	x

**LEGEND:**

x = exact language used in existing K.C.C.

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Revised: 8/26/25

PO 2025-0018 Striking Amendment S1		8	9	10	11	12	13	14
KCC Section		6.27A.120	7.01.010	12.16.010	12.16.020	12.16.050	12.16.070	12.16.125
Area Covered		Cable Communications	Parks	Employment by Contractors, Subcontractors, and Vendors				
Included in definition of "protected classes" in S1	Sex	x	x	x	x	x	x	
	Race	x	x	x	x	x	x	x
	Color	x	x	x	x	x	x	x
	National origin	x	x	x	x	x	x	x
	Ethnicity							
	Religious affiliation	o	x	x	x	x	x	x
	Disability	o	x	x	x	x	x	x
	Sexual orientation	x	x	x	x	x	x	x
	Gender identity or expression	x	x	x	x	x	x	x
	Age except by minimum age and retirement provisions	o	x	x	x	x	x	x
	Status as a family caregiver		x					
	Parental status							
	Marital status	x		x	x	x	x	x
	Military status <sup>1</sup>		x					
	Citizenship or immigration status							
Pregnancy								
English proficiency								
Housing status								
Financial status								
Status as a victim of domestic violence								
Criminal History								
Any other status protected by federal, state, or local law		o						o
Other		x <sup>4</sup>		x <sup>5</sup>	x <sup>5</sup>	x <sup>5</sup>	x <sup>5</sup>	x <sup>5</sup>
Ancestry								
Creed								
Service or assistive animal <sup>2</sup>			o					

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PO 2025-0018 Striking Amendment S1		15	16	17	18	19	20	21	22
KCC Section		12.17.002	12.17.010	12.18.010	12.18.020	12.20.010	12.20.020	12.20.040	12.20.050
Area Covered		Fair Contracting		Fair Employment Practices		Open Housing			
Included in definition of "protected classes" in S1	Sex								
	Race	x	x	x	x	x	x	x	x
	Color	x	x	x	x	x	x	x	x
	National origin	x	x	x	x	x	x	x	x
	Ethnicity								
	Religious affiliation	o	o	o	o	o	o	o	o
	Disability	x	x	x	x	x	x	x	x
	Sexual orientation	x	x	x	x	x	x	x	x
	Gender identity or expression	o	o	o	o	o	o	o	o
	Age except by minimum age and retirement provisions	o	o	o	o	o	o	o	o
	Status as a family caregiver								
	Parental status					x	x	x	x
	Marital status	x	x	x	x	x	x	x	x
	Military status <sup>1</sup>								
	Citizenship or immigration status								
Pregnancy									
English proficiency									
Housing status									
Financial status									
Status as a victim of domestic violence									
Criminal History									
Any other status protected by federal, state, or local law									
Other			x <sup>5</sup>		x <sup>5</sup>	x <sup>6</sup>	x <sup>6</sup>	x <sup>6</sup>	x <sup>6</sup>
Ancestry		x	x	x	x	x	x	x	x
Creed									
Service or assistive animal <sup>2</sup>		x	x	x	x	x	x	x	x

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PO 2025-0018 Striking Amendment S1		23	24	25	26	27	28
KCC Section		12.20.060	12.20.130	12.22.010	12.22.020	12.22.030	22.16.030
Area Covered		Open Housing		Public Accommodations			Stadium Advisory Board
Included in definition of "protected classes" in S1	Sex						
	Race	x	x	x	x	x	x
	Color	x	x	x	x	x	x
	National origin	x	x	x	x	x	
	Ethnicity						
	Religious affiliation	o	o	o	o	o	o
	Disability	x	x	x	x	x	x
	Sexual orientation	x	x	x	x	x	o
	Gender identity or expression	o	o	o	o	o	o
	Age except by minimum age and retirement provisions	o	o	o	o	o	
	Status as a family caregiver						
	Parental status	x	x	x	x	x	
	Marital status	x	x	x	x	x	
	Military status <sup>1</sup>						
	Citizenship or immigration status						
Pregnancy							
English proficiency							
Housing status							
Financial status							
Status as a victim of domestic violence							
Criminal History							
Any other status protected by federal, state, or local law							
Other		x <sup>6</sup>	x <sup>6</sup>				
Ancestry		x	x	x	x	x	
Creed							
Service or assistive animal <sup>2</sup>		x	x	x	x	x	

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Footnotes:

- 1 "military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression"
- 2 "Use of a service or assistive animal by a person with a disability"
- 3 "Release date from incarceration or confinement in a secure detention or other custody"
- 4 "political affiliation" and "income of the residents of the area in which the person resides"
- 5 "Unless based upon a bona fide contractual qualification"
- 6 "participation in the Section 8 program or other housing subsidy program" and "alternative source of income"