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**2023 OA-024**

AMENDING CHAPTER 18 OF THE DANE COUNTY CODE OF ORDINANCES,  
PROHIBITING DISCRIMINATION ON THE BASIS  
OF PROTECTIVE HAIRSTYLES

The County Board of Supervisors of the County of Dane does ordain as follows:

ARTICLE 1. Unless otherwise expressly stated herein, all references to section and chapter numbers are to those of the Dane County Code of Ordinances.

ARTICLE 2. Section 18.04(10m) is created to read:  
(10m) Cultural differences has the meaning set forth in s. 19.51(10m).

ARTICLE 3. Section 18.20(1) is amended to read as follows:  
No person in the county service or seeking appointment thereto shall be appointed, receive a reduction in pay or in any other way be favored or discriminated against because of political, labor union, employee group or religious affiliations or activities or because of sex, gender identity, race, nationality, cultural differences, age, sexual orientation, marital status, physical appearance or disability. This section shall not be deemed to prohibit the making of rational classifications based upon sex or disabilities when a bona fide job-related reason exists for the distinction, or to prohibit a validly established program of mandatory retirement.

*[EXPLANATION: This amendment prohibits discrimination based upon traits historically associated with race, including hair styles by adding “cultural differences” as a basis for discrimination.]*