

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1995

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HOUSE BILL 653

Short Title: Durham/Actions Taken for Just Cause.

(Local)

Sponsors: Representatives Michaux; and G. Miller.

Referred to: Local & Regional Government I, if favorable, Judiciary I.

March 30, 1995

A BILL TO BE ENTITLED

**AN ACT TO AMEND THE FAIR EMPLOYMENT, PUBLIC ACCOMMODATIONS,
AND FAIR HOUSING PROVISIONS OF THE CITY OF DURHAM TO PROVIDE
FOR THE CITY TAKING CERTAIN ACTIONS FOR JUST CAUSE.**

The General Assembly of North Carolina enacts:

Section 1. A city may adopt an ordinance to require employment practices, such as hiring, terms and conditions of employment, and discharge, to be related to just cause. For purposes of this section, "just cause" means, but is not limited to, reasons pertaining to job performance, bona fide occupational qualifications, or bona fide employment needs.

Sec. 2. Access to housing may be denied only in cases of just cause. For purposes of this section, "just cause" means, but is not limited to, having a record of illegal activity, a bad credit history, an inability to pay, or a history of property damage.

Sec. 3. Access to public accommodations may be denied only in cases of just cause. For purposes of this section, "just cause" means having unduly offensive hygiene or disruptive behavior or reasons causing legitimate concerns for the health and safety of patrons.

Sec. 4. Any ordinance adopted pursuant to this act shall authorize any party to an action filed with the city agency that enforces the ordinance to elect to have a hearing

- 1 on the matter either in the superior court of the county in which the city is located or
2 before the city agency.
- 3 Sec. 5. This act applies only to the City of Durham.
- 4 Sec. 6. This act is effective upon ratification.