

WEST DEPTFORD TOWNSHIP

RESOLUTION 2018-252

RESOLUTION OF THE TOWNSHIP OF WEST DEPTFORD TO AFFIRM WEST DEPTFORD TOWNSHIP'S CIVIL RIGHTS POLICY WITH RESPECT TO ALL OFFICIALS, APPOINTEES, EMPLOYEES, PROSPECTIVE EMPLOYEES, VOLUNTEERS, INDEPENDENT CONTRACTORS, AND MEMBERS OF THE PUBLIC THAT COME INTO CONTACT WITH MUNICIPAL EMPLOYEES, OFFICIALS AND VOLUNTEERS

WHEREAS, it is the policy of West Deptford Township to treat the public, employees, prospective employees, appointees, volunteers and contractors in a manner consistent with all applicable civil rights laws and regulations including, but not limited to the Federal Civil Rights Act of 1964 as subsequently amended, the New Jersey Law against Discrimination, the American with Disabilities Act and the Conscientious Employee Protection Act; and

WHEREAS, the governing body of West Deptford Township has determined that certain procedures need to be established to accomplish this policy.

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of West Deptford, County of Gloucester, and State of New Jersey as follows:

Section 1: No official, employee, appointee or volunteer of West Deptford Township by whatever title known, or any entity that is in any way a part of West Deptford Township shall engage, either directly or indirectly in any act including the failure to act that constitutes discrimination, harassment or a violation of any person's constitutional rights while such official, employee, appointee volunteer or entity is engaged in or acting on behalf of West Deptford Township's business or using the facilities or property of West Deptford Township.

Section 2. The prohibitions and requirements of this Resolution shall extend to any person or entity, including but not limited to any volunteer organization or inter-local organization, whether structured as a governmental entity or a private entity, that received authorization or support in any way from West Deptford Township to provide services that otherwise could be performed by West Deptford Township.

Section 3. Discrimination, harassment and civil rights shall be defined for purposes of this Resolution using the latest definitions contained in the applicable Federal and State laws concerning discrimination, harassment and civil rights.

Section 4. The Township Committee shall establish written procedures for any person to report alleged discrimination, harassment and violations of civil rights prohibited by this Resolution. Such procedures shall include alternate ways to report a complaint so that the person making the complaint need not communicate with the alleged violator in the event the alleged violator would be the normal contact for such complaint.

Section 5. No person shall retaliate against any person who reports any alleged discrimination, harassment or violation of civil rights, provided, however, that any person who reports alleged violations in bad faith shall be subject to appropriate discipline.

Section 6. The Township Committee shall establish written procedures that require all officials, employees, appointees and volunteers of West Deptford Township as well as all other entities subject to this resolution to periodically complete training concerning their duties, responsibilities and rights pursuant to this Resolution.

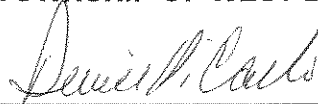
Section 7. The Township Committee shall establish a system to monitor compliance and shall report at least annually to the governing body the results of the monitoring.

Section 8. At least annually, the Township Committee shall cause a summary of this Resolution and the procedures established pursuant to this Resolution to be communicated within West Deptford Township. This communication shall include a statement from the governing body expressing its unequivocal commitment to enforce this Resolution. This summary shall also be posted on West Deptford Township's web site.

Section 9. This Resolution shall take effect immediately.

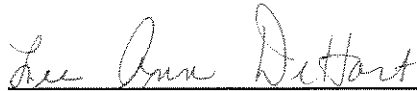
ADOPTED at the meeting of the Township Committee of the Township of West Deptford held on September 19, 2018.

TOWNSHIP OF WEST DEPTFORD



DENICE DICARLO, Mayor

ATTEST:



LEE ANN DEHART, Registered Municipal Clerk

CERTIFICATION

I, Lee Ann DeHart, Registered Municipal Clerk, of the Township of West Deptford, in the County of Gloucester, do hereby certify that the foregoing Resolution was presented and duly adopted by the Township Committee at a meeting of the Township of West Deptford held on September 19, 2018.



LEE ANN DEHART, Registered Municipal Clerk

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