

**RESOLUTION 46-2016**

**A RESOLUTION OF THE MAYOR AND TOWNSHIP COMMITTEE TO AFFIRM THE TOWNSHIP OF HARRISON'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 the Township of Harrison 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 Americans with Disabilities Act and the Conscientious Employee Protection Act, and

**WHEREAS**, the governing body of the Township of Harrison has determined that certain procedures need to be established to accomplish this policy

**NOW THEREFORE BE IT ADOPTED** by the Township Committee of the Township of Harrison that:

Section 1: No official, employee, appointee or volunteer of the Township by whatever title known, or any entity that is in any way apart of, contracted to, or receives funds from the 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 civil rights while such official, employee, appointee, volunteer, contractor or entity is engaged in or acting on behalf of the Township's business or using the facilities or property of the 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 receives authorization or support in any way from the Township to provide services that otherwise could be performed by the Township.

Section 3: Discrimination, harassment and civil rights shall be defined for purposed 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 Administrator 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 multiple ways to report a complaint so that the person making the complaint is not intimidated in the event that the person who allegedly violated this resolution is the normal contact for such complaints.

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 the applicable penalties under law.

Section 6: The Township Administrator shall establish written procedures that require all officials, employees, appointees and volunteers of the 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 Administration 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 Administrator shall cause a summary of this resolution to be included in at least one written communications mailing widely distributed within the 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 the Township's web site.

Section 9: This resolution shall take effect immediately.

Section 10: A copy of this resolution shall be published in the official newspaper of the Township in order for the public to be made aware of this policy and the Township's commitment to the implementation and enforcement of this policy.

**ADOPTED** at a reorganization meeting of the Mayor and Township Committee of the Township of Harrison, County of Gloucester, State of New Jersey held January 4, 2016.

**TOWNSHIP OF HARRISON**

**BY:** \_\_\_\_\_  
Louis Manzo, Mayor

**ATTEST:**

\_\_\_\_\_  
**Diane L. Malloy**  
**Municipal Clerk**

<b>ROLL CALL VOTE</b>				
<b>COMMITTEE MEMBER</b>	<b>AYES</b>	<b>NAYS</b>	<b>ABSTAIN</b>	<b>ABSENT</b>
Mayor Manzo				
Dennis Clowney				
Don Heim				
Matt Diggons				
John Williams				

**CERTIFICATION**

I hereby certify that the above resolution is a true copy of a resolution adopted by the Township Committee of the Township of Harrison, County of Gloucester, State of New Jersey, at a meeting held by the same on January 4, 2016 at 7:00p.m., in the Harrison Township Municipal Building, 114 Bridgeton Pike, Mullica Hill, New Jersey 08062.

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Diane L. Malloy  
Municipal Clerk