

A RESOLUTION TO AFFIRM SOUTH HARRISON 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 South Harrison 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 Americans with Disabilities Act and the Conscientious Employee Protection Act, and

WHEREAS, the Township Committee of the Township of South Harrison has determined that certain procedures need to be established to accomplish this policy.

NOW, THEREFORE, BE IT RESOLVED AND ADOPTED by the Township Committee of the Township of South Harrison, as follows:

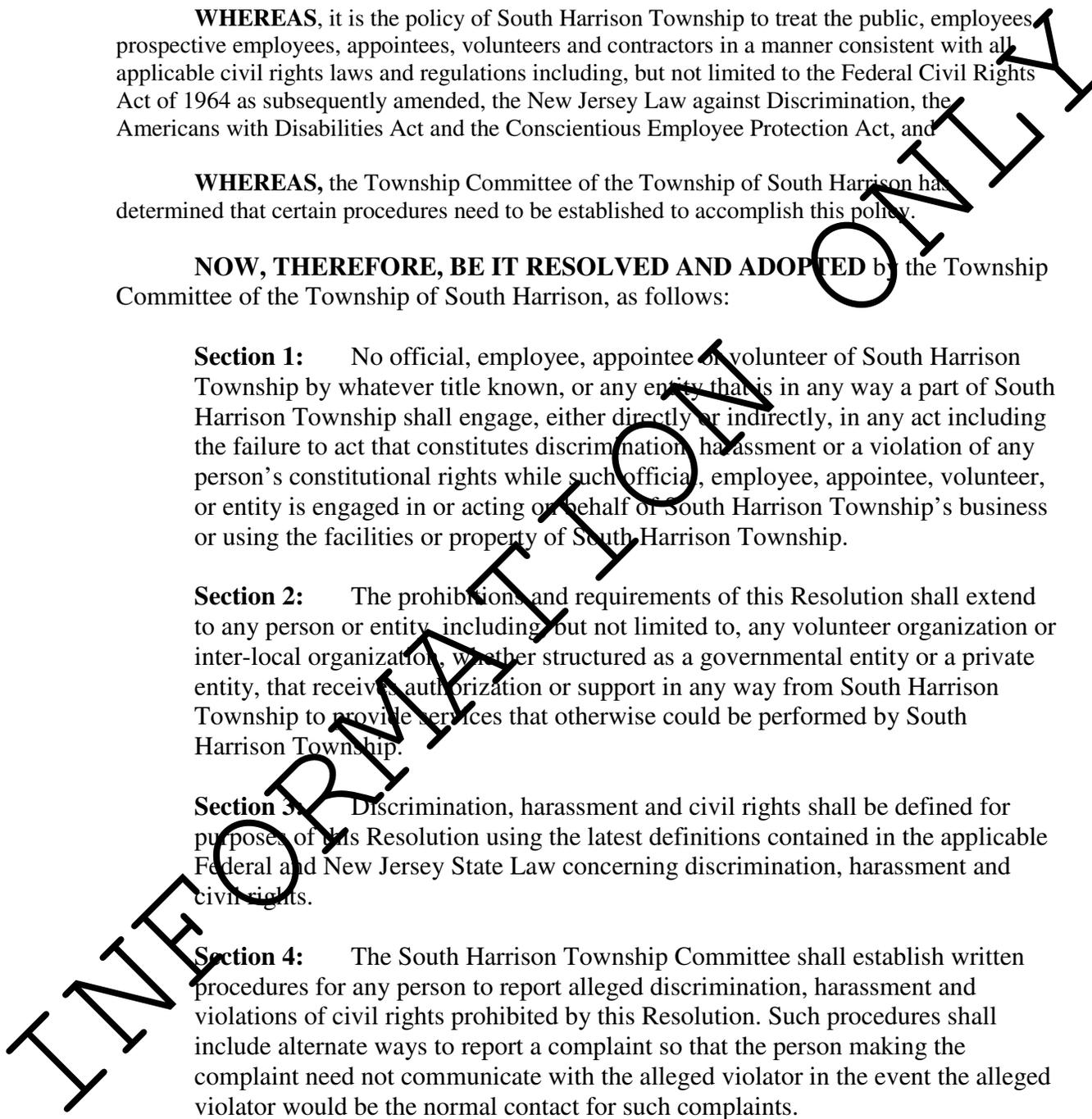
Section 1: No official, employee, appointee or volunteer of South Harrison Township by whatever title known, or any entity that is in any way a part of South Harrison Township shall engage, either directly or indirectly, in any act including the failure to act that constitutes discrimination, harassment 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 South Harrison Township's business or using the facilities or property of South Harrison 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 South Harrison Township to provide services that otherwise could be performed by South Harrison 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 New Jersey State Law concerning discrimination, harassment and civil rights.

Section 4: The South Harrison 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 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 appropriate discipline.



Section 6: The South Harrison Township Committee shall establish written procedures that require all officials, employees, appointees and volunteers of South Harrison 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 South Harrison Township Personnel Committee shall establish a system to monitor compliance and shall report at least annually to the Township Committee the results of the monitoring.

Section 8: At least annually, the South Harrison Township Personnel Committee shall cause a summary of this Resolution and the procedures established pursuant to this Resolution to be communicated within the South Harrison Township Committee. This communication shall include a statement from the Township Committee expressing its unequivocal commitment to enforce this Resolution. This summary shall also be posted on South Harrison 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 South Harrison Township in order for the public to be made aware of this policy and South Harrison Township's commitment to the implementation and enforcement of this policy.

TOWNSHIP OF SOUTH HARRISON

James McCall, Mayor

ATTEST:

Nancy E. Kearns, RMC,
Municipal Clerk

CERTIFICATION

I hereby certify this to be a true copy of a resolution adopted by the Township Committee at the reorganization meeting of the Township of South Harrison held on the 1st day of January 2016.

Nancy E. Kearns, RMC
Municipal Clerk