

RESOLUTION 20-2012 TO AFFIRM THE BOROUGH OF EATONTOWN 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 THE MUNICIPAL EMPLOYEES, OFFICIALS AND VOLUNTEERS.

WHEREAS, it is the policy of the Borough of Eatontown to treat the public, employees, prospective employees, appointees, volunteers and contractors in a manner that is 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 Borough of Eatontown has determined that certain procedures need to be established to accomplish this policy.

NOW, THEREFORE BE IT ADOPTED by the governing body of the Borough of Eatontown that:

Section 1: No official, employee, appointee or volunteer of the Borough of Eatontown by whatever title known, or any entity that is in any way a part of the Borough of Eatontown 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 the Borough of Eatontown's business or using the facilities or property of the Borough of Eatontown.

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, where structured as a government entity or a private entity, that receives authorization or support in any way from the Borough of Eatontown to provide services that otherwise could be performed by the Borough of Eatontown.

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 and civil rights.

Section 4: The Borough 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 alternate ways to reports 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 the appropriate discipline.

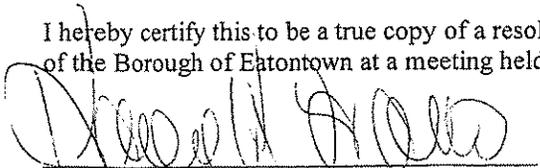
Section 6: The Borough Administrator shall establish written procedures that require all officials, employees, appointees and volunteers of the Borough of Eatontown as well as all other entities subject to this resolution to periodically complete training concerning their duties, responsibilities and rights pursuant to this resolution.

Section 7: At least annually, the Borough Administrator shall cause a summary of this resolution and procedures established to this resolution to be communicated within the Borough of Eatontown. 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 Borough of Eatontown's website on the Administration page.

Section 8: This resolution shall take effect immediately.

Offered by Council President Talerico, seconded by Councilman Gonzalez and approved on a roll call vote as follows: In Favor – Talerico, Connelly, Regan, Gonzalez, Piazza; Absent - Araman

I hereby certify this to be a true copy of a resolution adopted by the Mayor and Council of the Borough of Eatontown at a meeting held on January 25, 2012


Karen R. Siano, MMC, Borough Clerk

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