

**R-73-14**

**A RESOLUTION ADOPTING WASHINGTON TOWNSHIP'S CIVIL RIGHTS POLICY APPLICABLE TO ALL OFFICIALS, APPOINTEES, EMPLOYEES, INDEPENDENT CONTRACTORS, RELATED ENTITIES AND VOLUNTEERS OF THE TOWNSHIP**

**WHEREAS**, it is the policy of Washington Township to treat all members of the public, employees, prospective employees, appointees, volunteers and contractors in a manner consistent with all laws and regulations pertaining to unlawful discrimination, unlawful harassment, and the constitutional rights of all persons including, but not limited to, the Constitutions of the United States and the State of New Jersey, 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 Washington Township has determined that certain procedures need to be established to effectuate this policy,

**NOW, THEREFORE BE IT RESOLVED** by the Township Committee that:

**Section 1:** No official, employee, appointee or volunteer of Washington Township, by whatever title said official, employee, appointee or volunteer may be known, no independent contractor, and no entity that is in any way a related entity of Washington Township shall engage, either directly or indirectly, in any act or failure to act that constitutes unlawful discrimination, unlawful harassment, or a violation of any person's constitutional rights while such official, employee, appointee, volunteer, independent contractor or related entity is engaged in or acting on behalf of Washington Township, or is using the facilities or property of Washington 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 Washington Township for the providing of public services that would otherwise be provided by Washington Township.

**Section 3:** The terms of this resolution shall be interpreted and applied in accordance with the law of the State of New Jersey and, where applicable, federal law, including but not limited to the definitions of unlawful discrimination, unlawful harassment, or the violation of any person's constitutional rights under the aforesaid law.

**Section 4:** The Township Administrator shall establish written procedures for any person to report alleged unlawful discrimination, unlawful harassment, or violation of any person's constitutional 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, in good faith, reports, provides information regarding, or testifies with respect to any alleged unlawful discrimination, unlawful harassment or violation of constitutional rights. However, Washington Township reserves the right to take available corrective action, as may be appropriate in the circumstances, with respect to any person who reports, provides information or testifies in a knowing and intentionally false manner, makes knowingly and intentionally false or frivolous allegations, or otherwise acts in bad faith with respect to reporting, providing information, or testifying with respect to any alleged unlawful discrimination, unlawful harassment or violation of constitutional rights.

**Section 6:** The Township Administrator shall establish written procedures that require all officials, employees, appointees and volunteers of Washington 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 Administrator shall establish a system to monitor compliance with this resolution, and shall report at least annually to the governing body the results of that monitoring.

**Section 8:** At least annually, the Township Administrator shall cause a summary of this resolution and the procedures established pursuant to this resolution to be communicated 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 Washington Township 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.

ATTEST:

TOWNSHIP COMMITTEE OF THE  
TOWNSHIP OF WASHINGTON

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Nina DiGregorio, Township Clerk

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Kenneth W. Short, Mayor

*I, Nina DiGregorio, Township Clerk, do hereby certify that the foregoing resolution was adopted at a meeting of the Township Committee held on April 21, 2014.*

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*Nina DiGregorio, Township Clerk*

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*Date*