

**R16-63**

**RESOLUTION OF THE BOROUGH OF  
MERCHANTVILLE, COUNTY OF CAMDEN AND STATE  
OF NEW JERSEY AFFIRMING MERCHANTVILLE'S  
CIVIL RIGHTS POLICY WITH RESPECT TO ALL  
BOROUGH OFFICIALS, EMPLOYEES, PROSPECTIVE  
EMPLOYEES, APPOINTEES, INDEPENDENT  
CONTRACTORS, VOLUNTEERS, AND MEMBERS  
OF THE PUBLIC THAT COME INTO CONTACT  
WITH MUNICIPAL EMPLOYEES, OFFICIALS  
AND VOLUNTEERS**

**WHEREAS**, it is the policy of Borough of Merchantville 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 Mayor and Borough Council of the Borough of Merchantville has determined that certain procedures need to be established to accomplish this policy;

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Borough Council of the Borough of Merchantville, as follows:

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

**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 Borough to provide services that otherwise could be performed by the Borough.

**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 Borough 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 Borough shall establish written procedures that require all officials, employees, appointees and volunteers of the Borough 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 Borough 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 Borough Clerk shall cause a summary of this Resolution and the procedures established pursuant to this Resolution to be communicated within the Borough. 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'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 Borough in order for the public to be made aware of this policy and the Borough's commitment to the implementation and enforcement of this policy.

**THE BOROUGH OF MERCHANTVILLE**

**BY:** \_\_\_\_\_  
**EDWARD F. BRENNAN, MAYOR**

**ATTEST:**

\_\_\_\_\_  
**DENISE BROUSE, BOROUGH CLERK**

I, **DENISE BROUSE**, Borough Clerk of the Borough of Merchantville, do hereby certify the foregoing to be a true and correct copy of the Resolution adopted by Borough Council at a meeting of said Borough Council on April 11, 2016, and that said Resolution passed by a majority vote of the members of Borough Council.