

***Be it Resolved,*** by the Township Council of the Township of Old Bridge, County of Middlesex, New Jersey, that:

**RESOLUTION TO AFFIRM OLD BRIDGE TOWNSHIP'S CIVIL RIGHTS POLICY WITH RESPECT TO ALL OFFICIALS, APPOINTEES, EMPLOYEES, PROSPECTIVE EMPLOYEES, VOLUNTERS, INDEPENDENT CONTRACTORS, AND MEMBERS OF THE PUBLIC THAT COME INTO CONTACT WITH MUNICIPAL EMPLOYEES, OFFICIALS AND VOLUNTEERS**

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WHEREAS, it is the policy of Old Bridge 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 governing body of Old Bridge Township has determined that certain procedures need to be established to accomplish this policy.

NOW, THEREFORE BE IT ADOPTED by the Old Bridge Township Council that:

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

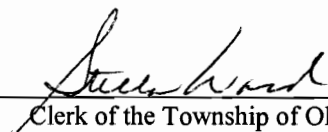
Section 2: The prohibitions and requirements of this resolution shall extend to any person or entity, including but not limited to any volunteer organization or inter-local organization, whether structured as a governmental entity or a private entity, that receives authorization or support in any way from Old Bridge Township to provide services that otherwise could be performed by the Old Bridge Township.

I certify the following to be a true and correct abstract of a resolution regularly passed at a meeting of the Township Council of the Township of Old Bridge



\_\_\_\_\_  
President Eleanor Walker

Date: April 21, 2014

  
\_\_\_\_\_  
Clerk of the Township of Old Bridge

***Be it Resolved,*** by the Township Council of the Township of Old Bridge, County of Middlesex, New Jersey, that:

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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 Business Administrator in conjunction with the Director of Human Resources 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 Business Administrator in conjunction with the Director of Human Resources shall establish written procedures that require all officials and employees of Old Bridge Township who are subject to this resolution to periodically complete training concerning their duties, responsibilities and rights pursuant to this resolution.

Section 7: This resolution shall take effect immediately.

Moved by Councilman Anderson, seconded by Councilman Cahill and so ordered on the following roll call vote:

AYES: Councilmembers Anderson, Butler, Cahill, Greene, Mollis, Rosencranz, Panos Sohor, President Walker.

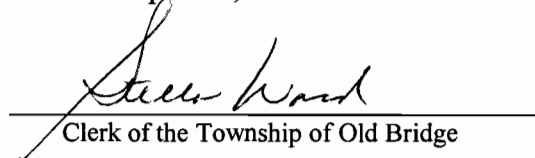
NAYS: None.

I certify the following to be a true and correct abstract of a resolution regularly passed at a meeting of the Township Council of the Township of Old Bridge



\_\_\_\_\_  
President Eleanor Walker

Date: April 21, 2014



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Clerk of the Township of Old Bridge