

**MAYOR and COUNCIL of the
BOROUGH of HO-HO-KUS
BERGEN COUNTY, NEW JERSEY
Resolution # 14-76**

Subject: Civil Rights

Dated: May 27, 2014

A Resolution to Affirm the Civil Rights Policy of the Borough of Ho-Ho-Kus 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 the Borough of Ho-Ho-Kus 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 the Borough of Ho-Ho-Kus has determined that certain procedures need to be established to accomplish this policy.

Now, Therefore, Be the Following Resolved by the Mayor and Council of the Borough of Ho-Ho-Kus, County of Bergen, State of New Jersey:

Section 1: No official, employee, appointee or volunteer of the Borough of Ho-Ho-Kus by whatever title known, or any entity that is in any way a part of the Borough of Ho-Ho-Kus 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 of Ho-Ho-Kus.

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 of Ho-Ho-Kus to provide services that otherwise could be performed by the Borough of Ho-Ho-Kus.

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 Governing Body 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 Governing Body shall establish written procedures that require all officials, employees, appointees and volunteers of the Borough of Ho-Ho-Kus 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 Governing Body through the Administrative Officer 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 Governing Body through the Administrative Officer shall cause a summary of this resolution and the procedures established pursuant to this resolution to be communicated within the Borough of Ho-Ho-Kus. 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.

I, Laura Borchers, Clerk of the Borough of Ho-Ho-Kus, Bergen County, New Jersey do hereby certify the above to be a true copy of a resolution adopted by the Mayor and Council on May 27, 2014

	Moved	Second	Ayes	Nays	Absent	Abstain
Mayor Randall						
Councilmember Troast	X		X			
Councilmember Lennon		X	X			
Councilmember Shea			X			
Councilmember Rorty			X			
Councilmember Weiss			X			
Councilmember Shell					X	