

RESOLUTION OF THE CITY OF GLOUCESTER CITY
County of Camden, State of New Jersey
#R 203 - 2021

**RESOLUTION TO AFFIRM THE CITY OF GLOUCESTER CITY 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 MUNICIPAL EMPLOYEES, OFFICIALS AND
VOLUNTEERS**

WHEREAS, it is the policy of the City of Gloucester 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 Civil Rights Act of 1964 (as subsequently amended), the Americans with Disabilities Act, the New Jersey Law Against Discrimination, and the New Jersey Conscientious Employee Protection Act, and

WHEREAS, the governing body of the City of Gloucester has determined that certain procedures need to be established to accomplish this policy;

NOW, THEREFORE BE IT ADOPTED by the Common Council of the City of Gloucester that:

Section 1:

No official, employee, appointee or volunteer of the City of Gloucester by whatever title known, or any entity that is in any way a part of the City of Gloucester shall engage, either directly or indirectly in any act (or 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 City of Gloucester's business or using the facilities or property of the City of Gloucester.

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 City of Gloucester to provide services that otherwise could be performed by the City of Gloucester.

Section 3: "Discrimination", "harassment" and "civil rights" shall be defined for purposes of this resolution using the latest definitions contained in the applicable laws concerning discrimination, harassment and civil rights.

Section 4:

The City 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 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 City Administrator shall establish written procedures that require all officials, employees, appointees and volunteers of the City of Gloucester, 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 City Administrator shall establish a system to monitor compliance and shall report at least annually to the governing body the results of the monitoring.

Section 8:

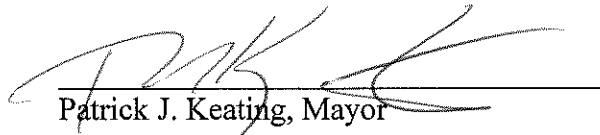
At least annually, the City Administrator shall cause a summary of this resolution and the procedures established pursuant to this resolution to be communicated within the governing body. This communication shall include a statement from the governing body expressing its unequivocal commitment to enforce this resolution. This summary shall also be posted on the City of Gloucester's website.

Section 9:

This resolution shall take effect immediately.

Section 10:

A copy of this resolution shall be published in the official newspaper of the City of Gloucester in order for the public to be made aware of this policy and the City of Gloucester's commitment to the implementation and enforcement of this policy.



Patrick J. Keating, Mayor

Adopted by the Mayor and Common Council of Gloucester City 23rd day of September, 2021.



Vanessa L. Parent, City Clerk