

BOROUGH OF SURF CITY  
COUNTY OF OCEAN

A RESOLUTION TO AFFIRM THE BOROUGH OF SURF CITY'S 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 Borough of Surf City 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 Right Act of 1964 as subsequently amended, the New Jersey Law Against Discrimination, the Americans with Disability Act and the Conscientious Employee Protection Act, and

WHEREAS, the governing body of the Borough of Surf City has determined that certain procedures need to be established to accomplish this policy.

NOW, THEREFORE BE IT ADOPTED by the Governing Body of the Borough of Surf City that:

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

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

**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 Council may 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 Council may establish written procedures that require all officials, employees, appointees, and volunteers of the Borough of Surf City, 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 Council may 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 Council shall cause a summary of this resolution and the procedures established pursuant to this resolution to be communicated within the Borough of Surf City. 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 of Surf City's bulletin board.

**Section 9:** This resolution shall take effect immediately.

**Section 10:** A copy of this resolution shall be published on the public notice page of the Borough of Surf City website in order for the public to be made aware of this policy and the Borough of Surf City's commitment to the implementation and enforcement of this policy.

CHRISTINE HANNEMANN, RMC/CMR/QPA  
BOROUGH CLERK/ADMINISTRATOR