

**BOROUGH OF RIVER EDGE**  
**RESOLUTION #24-48**

**Resolution to Annually Affirm the Borough of River Edge'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 River Edge 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 River Edge has determined that certain procedures need to be established to accomplish this policy.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the Borough of River Edge that it affirms for the calendar year 2024 the Borough's Civil Rights Policy as adopted by resolution #09-470 dated December 21, 2009 and made a part of its Personnel Policy and Procedure Manual via resolution #09-476 dated December 21, 2009:

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

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 River Edge to provide services that otherwise could be performed by the Borough of River Edge.

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 of River Edge has established 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: This resolution shall take effect immediately.

Section 7: A copy of this resolution shall be placed on the River Edge website and on the Borough Clerk's bulletin board in order for the public to be made aware of this policy and the Borough of River Edge's commitment to the implementation and enforcement of this policy.

January 5, 2024 - Reorganization

	Motion	Second	Yes	No	Abstain	Absent
Kaufman	X		X			
Montisano-Koen			X			
Kinsella			X			
Malellari			X			
Benson		X	X			
Glass			X			
Mayor Papaleo						

I hereby certify that this resolution, consisting of 2 page(s), was adopted at a meeting of the Mayor and Council of the Borough of River Edge, held on this 5th day of January, 2024.



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Anne Dodd, Borough Clerk