

RESOLUTION #17-86

**RESOLUTION TO REAFFIRM THE CITY OF WOODBURY'S
COMMITMENT TO A POLICY OF ANTI-DISCRIMINATION BASED
ON SEX, GENDER IDENTITY OR EXPRESSION, MARITAL STATUS, AFFECTIONAL OR
SEXUAL ORIENTATION, DOMESTIC PARTNERSHIP STATUS, OR DISABILITY
INCLUDING AIDS OR HIV INFECTION AND ANY OTHER CHARACTERISTIC
PROTECTED BY LAW**

WHEREAS, the Mayor and Council of the City of Woodbury have determined that reaffirmation of the within anti-discrimination policy will serve to highlight the policies of the City of Woodbury and promote anti-discrimination both within the City and the community as a whole; and

WHEREAS, the Mayor and Council of the City of Woodbury by publically reaffirming the City's anti-discrimination policy hopes to encourage businesses to adopt such policies and individuals to adhere to such policies in their business and personal interactions; and

WHEREAS, discrimination includes any disadvantage, difference, distinction, or preference in the solicitation, selection, hiring, or treatment of an official, employee, appointee or volunteer of the City of Woodbury, as well as vendor, supplier, subcontractor or commercial customer on the basis of race, gender, religion, national origin, ethnicity, age, marital status, familial status, sexual orientation, gender identity, gender expression, or disability, or on the basis of any otherwise unlawful use of characteristics regarding such official, employee, appointee or volunteer of the City of Woodbury.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City of Woodbury, that:

1. It is the policy of the City of Woodbury that the City is committed to the principle of equal employment opportunity and anti-discrimination pursuant to Title VI of the 1964 Civil Rights Act as amended by the Equal Opportunity Act of 1972 and the New Jersey Law Against Discrimination (LAD). Under no circumstances will the City discriminate, or tolerate discrimination, on the basis of sex, gender identity or expression, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, domestic partnership status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), liability for service in the United States armed forces, and/or any other characteristic protected by law. Decisions regarding the hiring, promotion, transfer, demotion or termination are based solely on the qualifications and performance of the employee or prospective employee. If any employee or prospective employee feels they have been treated unfairly, they have the right to address their concern with their supervisor, or if they prefer their department head, City Administrator, the Deputy Administrator or the Labor Counsel.

2. It is the City's policy to prohibit harassment of an employee by another employee, management representative, supplier, volunteer, or business invitee on the basis of actual or perceived sex, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, gender identify or expression, domestic partnership status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), liability for service in the United States armed forces, and/or any other characteristic protected by law. While it is not easy to define precisely what harassment is, it includes slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing, and other similar verbal or physical conduct.

3. No official, employee, appointee or volunteer of the City of Woodbury by whatever title known, or any entity that is in any way a part of the City of Woodbury 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 City of Woodbury's business or using the facilities or property of the City of Woodbury.

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

ADOPTED at a regular meeting of the Mayor and City Council of the City of Woodbury on May 9, 2017.

CITY OF WOODBURY

By:



TRACEY PARKER,
President of Council

ATTEST:


Roy Duffield, City Clerk