

3/21/19

**RESOLUTION OF THE BOARD OF FIRE COMMISSIONERS
FIRE DISTRICT NO.1 BOROUGH OF JAMESBURG AFFIRMING
THE BOARD'S CIVIL RIGHTS POLICY WITH RESPECT TO
ALL OFFICIALS, APPOINTEES, EMPLOYEE, VOLUNTEERS
AND MEMBERS OF THE GENERAL PUBLIC THAT COME INTO
CONTACT WITH THE VOLUNTEERS, AGENTS, EMPLOYEES AND
OFFICIALS OF THE DISTRICT.**

WHEREAS; It is the policy of the Board of Fire Commissioners of Fire District No.1 Jamesburg 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 Board of Fire Commissioners has determined that certain procedures need to be established to accomplish this policy.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Fire Commissioners of Fire District No.1 Jamesburg that the following policy and procedures be, and the same are hereby adopted:

1. No official, employee, appointee or volunteer firefighter of the Board, by whatever title known, or any entity that is in any way a part of the Board of Fire Commissioners 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 Board of Fire Commissioners or using the facilities or property of the Board.
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 Board to provide services that otherwise could be performed by the Board.

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.
4. The Board 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.
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.
6. The Board shall establish written procedures that require all officials, employees, appointees and volunteers of the District as well as all other entities subject to this resolution to periodically complete training concerning their duties, responsibilities and rights pursuant to this resolution.
7. The Board shall establish a system to monitor compliance.
8. A summary of this resolution and the procedures established pursuant to this resolution shall be forwarded to the volunteer fire company annually. This summary shall be posted on the Board's web site.
9. This resolution shall take effect immediately.
10. A copy of this resolution shall be published in the official newspaper of the Board in order for the public to be made aware of this policy and the Board's commitment to the implementation and enforcement of this policy.

Moved by: *William J. Toner*

Seconded by: *Lynette Emery*

Roll Call Vote:

Ayes: *5*

Nays: *0*

Absent: *0*

Abstain: *0*

Certified to be a true copy of a Resolution adopted by the Board of Fire Commissioners
Fire District No.1 Jamesburg on the *21* day of *March*, 2019.

B. L., Clerk