



**TOWNSHIP OF WINFIELD RESOLUTION 25-42
COUNTY OF UNION, STATE OF NEW JERSEY
TO AFFIRM THE TOWNSHIP OF WINFIELD'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 Township of Winfield 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 American with Disabilities Act and the Conscientious Employee Protection Act; and



WHEREAS, the Township Committee of the Township of Winfield has determined that certain procedures need to be establish to accomplish this policy; and

NOW THEREFORE IT BE RESOLVED, by the Township Committee of the Township of Winfield that:

1. No official, employee, appointee or volunteer of the Township of Winfield by whatever title know, or any entity that is in any way a part of the Township of Winfield 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 right while such official, employee, appointee volunteer, or entity is engaged in or acting on behalf of the Township of Winfield's business or using the facilities or property of the Township of Winfield.
2. The prohibitions and requirements of the resolution shall extend to any person or entity, including but not limited to any volunteer organization or inter-local organization whether structured as a government entity or private entity, that receives authorization or support in any way from the Township of Winfield to provide services that otherwise could be performed by the Township of Winfield.
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 Township Clerk shall establish written procedures to any person to report alleged discrimination, harassment and violations of civil right prohibited by this resolution. Such procedures shall include alternate ways to report a complaint so that the person making the complaint need no 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 Township Clerk shall establish written procedures that require all officials, employees, appointees and volunteers of the Township of Winfield as wells as all other entities subject to this resolution to periodically complete training concerning their duties, responsibilities and rights pursuant to the resolution.

7. The Township Clerk shall establish a system to monitor compliance and shall report at least annually to the governing body the results of the monitoring.
8. At least annually, the Township Clerk shall cause a summary of this resolution and the procedures established pursuant to this resolution to be communicated within the Township of Winfield. The 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 Township of Winfield's website.
9. This resolution shall take effect immediately.
10. A copy of this resolution shall be published in the official newspaper of the Township of Winfield in order for the public to be made aware of this policy and the Township of Winfield's commitment to the implementation and enforcement of this policy.

Dated: October 6, 2025

	MOVED	SECONDED	AYES	NAYS	ABSENT	ABSTAIN	
							I hereby certify that the above Resolution was adopted by the Township Committee of the Township of Winfield at a meeting held on October 6, 2025.  Melanie Slowik, Acting Twp. Clerk
MAYOR ROBERT F. REILLY			x				
COMM. ADAM D. KOOMER	x		x				
COMM. JOSEPH P. BYRNE			x	x			