

May 2010

TOWNSHIP OF BETHLEHEM

CIVIL RIGHTS POLICY STATEMENT

It is the policy of the Township of Bethlehem 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, New Jersey Law Against Discrimination, Americans with Disabilities Act, and Conscientious Employee Protection Act.

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

The Township Committee has established *written procedures* and a *complaint form*, which are contained in the Township's Personnel Policy, for any person to report alleged discrimination, harassment and violations of civil rights. A copy of the Township's Personnel Policy is available at the Municipal Clerk's Office.

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.

The Township Governing Body is unequivocally committed to enforcing the provisions of this Statement.

Township Governing Body