

**ANNUAL NOTICE
BOROUGH OF ALPINE**

RESOLUTION SUMMARY

**A RESOLUTION TO AFFIRM THE BOROUGH OF ALPINE'S CIVIL RIGHTS
POLICY WITH RESPECT TO ALL OFFICIALS, APPOINTEES, EMPLOYEES,
PROSPECTIVE EMPLOYEES, VOLUNTERS, INDEPENDENT
CONTRACTORS, AND MEMBERS OF THE PUBLIC THAT COME INTO
CONTACT WITH MUNICIPAL EMPLOYEES, OFFICIALS AND
VOLUNTEERS**

It is the policy of Borough of Alpine 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.

No official, employee, appointee or volunteer of the Borough of Alpine by whatever title known, or any entity that is in any way a part of the Borough of Alpine (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 Alpine to provide services that otherwise could be performed by the Borough of Alpine) 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 Alpine's business or using the facilities or property of the Borough of Alpine.

In keeping with this policy written procedures have been established as contained in the Employee Handbook:Personnel Practices and Policies and Managerial Supervisory Procedures copies of which are available in the Borough Clerk's office.

The Mayor and Council of the Borough of Alpine express their unequivocal commitment to the enforcement of this resolution.