

TOWNSHIP OF WYCKOFF CIVIL RIGHTS POLICY

It is the policy of the Township of Wyckoff 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 Township of Wyckoff by whatever title known, or any entity that is in any way a part of the Township of Wyckoff 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 of Wyckoff's business or using the facilities or property of the Township of Wyckoff.

Discrimination, harassment and violations of civil rights shall not be permitted and the Township is committed to the enforcement of this policy. Prohibited conduct is defined in the applicable Federal and State Laws concerning discrimination, harassment and civil rights. It includes but is not limited to discrimination on the basis of sex, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, domestic partnership status, civil union status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), liability for service in the United States armed forces, gender identity or expression, and/or any other characteristic protected by law.

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.

Contact Robert J. Shannon, Jr., Township Administrator, 201-891-7000 ext.104, Diana McLeod, CFO/Tax Collector, 201-891-7000 ext. 105, or Police Chief Fox, 201-891-2121, of alleged discrimination, harassment or violations of civil rights prohibited by this policy.

The Township Committee expresses its unequivocal commitment to enforce this policy.