

BOROUGH OF PENNINGTON  
RESOLUTION 2022-11.\_\_\_\_

RESOLUTION ADOPTING A POLICY FOR THE PROTECTION  
AND SAFE TREATMENT OF MINORS

WHEREAS, the New Jersey Municipal Excess Liability Joint Insurance Fund (NJMEL JIF) has directed municipalities to adopt a Policy Addressing the Protection and Safe Treatment of Minors;

WHEREAS, Borough Council of the Borough of Pennington recognizes its obligation to protect the health, safety and welfare of all its citizens, including children under the age of 18, to protect children from physical, mental, sexual and emotional abuse, and to establish and implement safeguards to eliminate opportunities for abuse of children entrusted to its care and supervision;

WHEREAS, the proposed policy, intended to amend and supplement the Borough's Personnel Policies and Procedures Manual and Employee Handbook ("Personnel Manual"), shall be known as the "Policy for the Protection and Safe Treatment of Minors" ("Policy") and shall include among other provisions:

1. Required background checks for all prospective employees and volunteers, including fingerprint identification, reference checks in both personal and professional capacities and check of the Megan's Law directory for New Jersey and any other State where the applicant previously resided, with written documentation of these checks to be maintained permanently [current employees?];
2. Prohibition of provisional hiring until these investigations are completed;
3. Annual re-check of the Megan Law's directory for all current employees, with the additional requirement that current employees shall notify the Borough of any arrest or conviction of a crime or disorderly persons offense within 72 hours of knowledge of the arrest or conviction;
4. Training requirements for all Borough officials, department heads, volunteers, employees and law enforcement officers;
5. Specific program procedures, including procedures for emergency notifications of parents and guardians and ensuring the availability of medical treatment authorization

forms, rules of conduct addressed to interactions between staff and minors,  
specification of both prohibited acts and required behaviors;

6. Requirements, procedures and protections for the reporting of suspected child abuse and neglect;

WHEREAS, a copy of the proposed Policy is attached to this Resolution;

NOW, THEREFORE, BE IT RESOLVED, by Borough Council of the Borough of Pennington, that the attached Policy is hereby adopted and made effective immediately, with direction to the Borough Clerk that it be incorporated in the Borough Personnel Manual and implemented forthwith.