

**BOROUGH OF PENNINGTON  
PERSONNEL POLICIES AND PROCEDURES**

**POLICY #: 1.18**

**CIVIL RIGHTS POLICY**

**EFFECTIVE: March 5, 2018**

**PAGE 1 OF 1**

**1.18 CIVIL RIGHTS POLICY.**

**Section 1:** No official, employee, appointee or volunteer of the Borough of Pennington by whatever title known, or any entity that is in any way a part of the Borough 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's business or using the facilities or property of the Borough.

**Section 2:** The prohibitions and requirements of this resolution shall extend to any person or entity, 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 to provide services that otherwise could be performed by the Borough.

**Section 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.

**Section 4:** 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.

**Section 5:** This resolution shall be posted on the Borough web-site, and Borough bulletin boards in order for the public to be made aware of this policy.