

**GOVERNING BODY CERTIFICATION PURSUANT TO P.L. 2017, C.183
OF COMPLIANCE WITH THE UNITED STATES EQUAL
EMPLOYMENT OPPORTUNITY COMMISSION'S**

**"Enforcement Guidance on the Consideration of Arrest and Conviction Records in
Employment Decisions Under Title VII of the Civil Rights Act of 1964"**

**GROUP AFFIDAVIT FORM FOR
THE BOROUGH OF TINTON FALLS
COUNTY OF MONMOUTH**

STATE OF NEW JERSEY

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COUNTY OF MONMOUTH

We, members of the governing body of the Borough of Tinton Falls being duly sworn according to law, upon our oath depose and say:

1. We are duly elected members of the governing body of the Borough of Tinton Falls in the County of Monmouth;
2. Pursuant to P.L. 2017, c.183, we have familiarized ourselves with the contents of the United States Equal Employment Opportunity Commission's "Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964," *as amended*, 42 U.S.C. § 2000e *et seq.*, (April 25, 2012);
3. We are familiar with the local unit's hiring practices as they pertain to the consideration of an individual's criminal history; and
4. We certify that the local unit's hiring practices comply with the above-referenced enforcement guidance.

[SIGNATURES ON NEXT PAGE]

Risa Clay, Mayor

Greg Alessi, Councilman

Tracy Buckley, Councilwoman

Lawrence A. Neis, Councilman

Michael J. Nesci, Councilman

Kashyap Parikh, Councilman

Sworn and Subscribed Before Me This

____ day of January 2026.

Michelle Hutchinson, Borough Clerk