BOROUGH OF WEST WILDWOOD
CAPE MAY COUNTY
NEW JERSEY

RESOLUTION NO. 2026-002

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

WHEREAS, it is the policy of the Borough of West Wildwood to treat the Public, employees, prospective employees, appointees, volunteers, and independent 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; and

WHEREAS, the Governing Body of the Borough of West Wildwood has determined that certain procedures need to be established to accompany this policy.

NOW THEREFORE BE IT RESOLVED by the Board of Commissioners of the Borough of West Wildwood, Cape May County, New Jersey that

SECTION I No official, employee, appointee, or volunteer of the Borough of West Wildwood, by whatever title known, or any entity that is in any way a part of the Borough of West Wildwood, 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 West Wildwood's business or using facilities or property of the Borough of West Wildwood; and

SECTION II The prohibitions and requirements of this Resolution shall extend to any person or entity, including, but not limited to, any volunteer organization or inter-organization, whether structured as a government entity or a private entity, that receives authorization or support in any way from the Borough of West Wildwood to provide services that otherwise could be performed by the Borough of West Wildwood; and

SECTION III 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; and

SECTION IV The Mayor and Commissioners shall establish written procedures for any person to report alleged discrimination, harassment, and violations of civil rights prohibited by this Resolution. Such procedures shall include alternate ways to report a complaint so that the person making the complaint need not communicate with the alleged violator in the event the alleged violator would be the normal contact for such complaints; and

SECTION V 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; and

SECTION VI The Mayor and Commissioners shall establish written procedures that require officials, employees, appointees, and volunteers of the Borough of West Wildwood as well as all other entities subject to this Resolution to periodically complete training concerning their duties, responsibilities, and rights pursuant to this Resolution; and

SECTION VII The Mayor and Commissioners shall establish a system to monitor compliance and shall report at least annually to the governing Body the results of the monitoring; and

SECTION VIII At least annually, the Mayor and Commissioners shall cause a summary of this Resolution and the procedures established pursuant to this resolution to be communicated within the Borough of West Wildwood. This communication shall include a statement from the Governing Body expressing its unequivocal commitment to enforce this Resolution. This summary shall also be posted on the Borough of West Wildwood's Website.

	Motion	Second	Yes	No	Abstain	Absent
Mayor Matthew J. Ksiazek		X	X			
Commissioner Jane E. DiMattia						X
Commissioner Joseph D. Segrest	X		X			

I, **Donna L. Frederick, RMC, Municipal Clerk** for the Borough of West Wildwood in the County of Cape May and State of New Jersey, do hereby certify that the foregoing is a correct and true copy of a Resolution adopted by the Board of Commissioners of the Borough of West Wildwood, New Jersey at a **Regular Meeting** held on **January 2, 2026.**

Donna L. Frederick, RMC
Municipal Clerk