

**ORDINANCE #2261-17**

**AN ORDINANCE OF THE CITY OF WOODBURY AMENDING  
CHAPTER A237. PERSONNEL POLICIES AND PROCEDURES MANUAL  
OF THE CODE OF THE CITY OF WOODBURY**

**WHEREAS**, the Mayor and Council of the City of Woodbury passed Resolution 17-86 reaffirming the City of Woodbury's commitment to a policy of anti-discrimination based on sex, gender identity or expression, marital status, affectional or sexual orientation, domestic partnership status, or disability (including AIDS or HIV infection) and any other characteristic protected by law; and

**WHREAS**, the Mayor and Council of the City of Woodbury wishes to update its personnel policies to reflect that they are explicated in conformance with the policies set forth in Resolution #17-86.

**NOW, THEREFORE BE IT ORDAINED**, by the Mayor and City Council of the City of Woodbury that Chapter A237. Personnel Policies and Procedures Manual, Article II. Policies Relating to Employee Rights and Obligations, of the Code of the City of Woodbury is hereby amended as follows:

**§A237-3. Antidiscrimination policy.**

"A. The City is committed to the principle of equal employment opportunity and anti-discrimination pursuant to Title VII of the 1964 Civil Rights Act as amended by the Equal Opportunity Act of 1972 and the New Jersey Law Against Discrimination (LAD). Under no circumstances will the City discriminate, or tolerate discrimination, on the basis of sex, gender identity or expression, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, domestic partnership status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), liability for service in the United States armed forces, and/or any other characteristic protected by law. Decisions regarding the hiring, promotion, transfer, demotion or termination are based solely on the qualifications and performance of the employee or prospective employee. If any employee or prospective employee feels they have been treated unfairly, they have the right to address their

concern with their supervisor, or if they prefer their department head, City Administrator, the Deputy Administrator or the Labor Counsel.

B. No official, employee, appointee or volunteer of the City of Woodbury by whatever title known, or any entity that is in any way a part of the City of Woodbury 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 City of Woodbury's business or using the facilities or property of the City of Woodbury.”

**§A237-11. General anti-harassment policy.**

“A. It is the City’s policy to prohibit harassment of an employee by another employee, management representative, supplier, volunteer, or business invitee on the basis of actual or perceived sex, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, gender identify or expression, domestic partnership status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), liability for service in the United States armed forces, and/or any other characteristic protected by law. While it is not easy to define precisely what harassment is, it includes slurs, epithets, threats, derogatory comments, unwelcome jokes, teasing, and other similar verbal or physical conduct.”

**BE IT FURTHER ORDAINED** that all other provisions of said Ordinance not specifically amended herein shall remain in full force and effect and any ordinances inconsistent herewith are repealed to the extent of any inconsistency.

**BE IT FURTHER ORDAINED** that this Ordinance shall take effect immediately upon final passage, approval and publication as required by law.

