

**BOROUGH OF NORTHVALE**  
**116 Paris Avenue**  
**Northvale, New Jersey 07647**

**Resolution of the Northvale Governing Body**  
**Resolution No. 2026-30**  
**January 6, 2026**

Council Member	Motion	Second	Yes	No	Abstain	Absent
BAKALIAN			X			
FERNANDEZ			X			
MATTESSICH			X			
MCMORROW		X	X			
MENAFRA	X		X			
SOKOLOSKI						X

**TITLE: A RESOLUTION TO AFFIRM THE BOROUGH OF  
NORTHVALE'S CIVIL RIGHTS POLICY WITH RESPECT TO ALL  
OFFICIALS, APPOINTEES, EMPLOYEES, PROSPECTIVE EMPLOYEES,  
VOLUNTEERS, INDEPENDENT CONTRACTORS, AND MEMBERS OF THE  
PUBLIC THAT COME INTO CONTACT WITH MUNICIPAL EMPLOYEES,  
OFFICIALS, AND VOLUNTEERS**

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**WHEREAS**, it is the policy of the Borough of Northvale to treat the public, employees, prospective employees, appointees, volunteers, and 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 Northvale has determined that certain procedures need to be established to accomplish this policy.

**NOW, THEREFORE BE IT ADOPTED**, by the Borough of Northvale that:

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

**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 of Northvale to provide services that otherwise could be performed by the Borough of Northvale.

**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:** The Mayor 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.

**Section 5:** 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 6:** The Mayor shall establish written procedures that require all officials, employees, appointees and volunteers of the Borough of Northvale as well as all other entities subject to this resolution to periodically complete training concerning their duties, responsibilities and rights pursuant to this resolution.

**Section 7:** The Mayor shall establish a system to monitor compliance and shall report at least annually to the governing body the results of the monitoring.

**Section 8:** At least annually, the Mayor shall cause a summary of this resolution and the procedures established pursuant to this resolution to be communicated within the Borough of Northvale. 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 Northvale's web site.

**Section 9: Complaint Procedure:** The Borough adopts the following complaint procedure:

Any individual who observes alleged wrongdoing on the part of officials, employees, or volunteers associated with the Borough of Northvale may report such action using this procedure. This includes any action the individual believes to constitute harassment, sexual harassment, or any other wrongdoing. Employees of the Borough of Northvale shall follow the Employee Complaint Procedure. All other individuals including volunteers and members of the public may report the alleged wrongdoing to the head of the applicable department or volunteer organization, or, if they prefer, or do not think that the matter can be discussed with the head of

the applicable department or organization, they should contact the Mayor, the Municipal Clerk or the Borough Attorney.

Reporting of such incidents is encouraged both when an individual feels that he or she is subject to such incidents or observes such incidents in reference to other individuals. The report or complaint should be in writing, but individuals may make a verbal complaint at their discretion. If an individual has any questions about what constitutes harassment, sexual harassment, or any other workplace wrongdoing, they may ask their supervisor or one of the individuals listed above. All reports of harassment, sexual harassment, or other wrongdoing will be promptly investigated by a person who is not alleged to be involved in the alleged harassment or wrongdoing.

No individual will be penalized in any way for reporting a complaint. There will be no discrimination or retaliation against any individual who files a good-faith harassment complaint, even if the investigation produces insufficient evidence to support the complaint, and even if the charges cannot be proven. There will be no discrimination or retaliation against any other individual who participates in the investigation of a complaint.

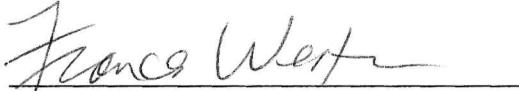
If the investigation substantiates the complaint, appropriate corrective and/or disciplinary action will be swiftly pursued. Disciplinary action up to and including discharge will also be taken against individuals who make false or frivolous accusations, such as those made maliciously or recklessly. Actions taken internally to investigate and resolve harassment complaints will be conducted confidentially to the extent practicable and appropriate in order to protect the privacy of persons involved. Any investigation may include interviews with the parties involved in the incident, and if necessary, with individuals who may have observed the incident or conduct or who have other relevant knowledge. The complaining individual will be notified of a decision at the conclusion of the investigation within a reasonable time from the date of the report of the incident.

**Section 10:** This resolution shall take effect immediately.

**Section 11:** A copy of this resolution shall be published in the official newspaper of the Borough of Northvale in order for the public to be made aware of this policy and the Borough of Northvale's commitment to the implementation and enforcement of this policy.

**CERTIFICATION**

I, Frances Weston, Municipal Clerk of the Borough of Northvale in the County of Bergen and the State of New Jersey do hereby certify that the foregoing resolution is a true copy of the original resolution duly passed and adopted by the Governing Body at the meeting of January 6, 2026.

  
**FRANCES WESTON**  
**MUNICIPAL CLERK**