

**RESOLUTION OF THE GOVERNING BODY OF THE BOROUGH  
OF PAULSBORO CERTIFYING 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" AND REAFFIRMING THE CIVIL RIGHTS POLICIES  
OF THE BOROUGH OF PAULSBORO**

**RESOLUTION NO. 31.19.**

**WHEREAS**, N.J.S.A. 40A:4-5 as amended by P.L.2017, c.183 requires the Governing Body of the Borough of Paulsboro to certify that their local unit's hiring practices comply 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," *as amended*, 42 U.S.C. §2000e *et.seq.*, (April 25, 2012) before submitting its approved annual budget to the Division of Local Government Services in the New Jersey Department of Community Affairs; and

**WHEREAS**, it is the policy of the Borough of Paulsboro 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 amended, the New Jersey Law Against Discrimination, the Americans With Disabilities Act; and the Conscientious Employees Protection Act; and

**WHEREAS**, the Governing Body have familiarized themselves with the policies, laws and enforcement guidance and mentioned above, as evidenced by the group affidavit form executed by the governing Body and attached hereto; and

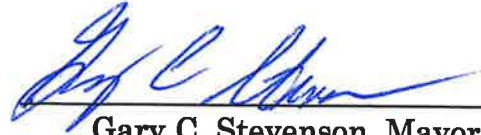
**WHEREAS**, said relevant policies have been posted and are, in fact, utilized in the personnel practices of the Borough of Paulsboro.

**NOW, THEREFORE, BE IT RESOLVED**, by the Borough Council of the Borough of Paulsboro, County of Gloucester and State of New Jersey that the Paulsboro civil rights policies be reaffirmed and re-communicated within the Borough of Paulsboro.

**BE IT FURTHER RESOLVED**, that the Paulsboro Council hereby states that it has complied with N.J.S.A. 40A:4-5, as amended by P.L. 2017, c. 183, by certifying that the local unit's hiring practices comply with the above-referenced enforcement

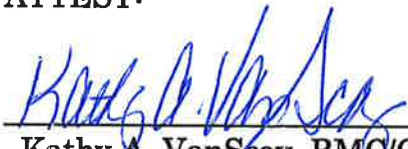
guidance, and hereby directs the Municipal Clerk to cause to be maintained and available for inspection a certified copy of this resolution and the required affidavit to show evidence of said compliance.

**BE IT FURTHER RESOLVED**, that the Governing Body of the Borough of Paulsboro expresses its unequivocal commitment to the enforcement of its Civil rights Policy.



**Gary C. Stevenson, Mayor**

**ATTEST:**



**Kathy A. VanScoy, RMC/CMC/CMR  
Borough Clerk**

I hereby certify that the foregoing Resolution was adopted by the Mayor and Council of the Borough of Paulsboro, County of Gloucester, State of New Jersey, at their Meeting of January 2, 2019.



**Kathy A. VanScoy, RMC/CMC/CMR  
Borough Clerk**

**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 MUNICIPALITIES AND COUNTIES  
NO PHOTO COPIES OF SIGNATURES**

STATE OF NEW JERSEY  
COUNTY OF GLOUCESTER

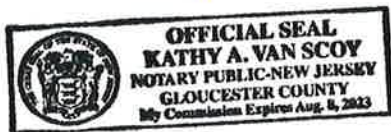
We, members of the governing body of the Borough of Paulsboro being duly sworn according to law, upon our oath depose and say:

1. We are duly elected members of the Mayor and Council of the Borough of Paulsboro in the County of Gloucester;
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;
4. We certify that the local unit's hiring practices comply with the above-referenced enforcement guidance.

(L.S.) <u>Gayle Stevenson</u>	(L.S.) <u>[Signature]</u>
(L.S.) <u>John Stewart</u>	(L.S.) <u>[Signature]</u>
(L.S.) <u>John S. Hill</u>	(L.S.) <u>[Signature]</u>
(L.S.) <u>[Signature]</u>	(L.S.) _____
(L.S.) <u>Larry Hayes</u>	(L.S.) _____

Sworn to and subscribed before me this  
2<sup>nd</sup> day of January, 2019  
Notary Public of New Jersey

Kathy A. VanSchoy  
Kathy A. VanSchoy, Clerk



The Municipal Clerk (or Clerk of the Board of Chosen Freeholders as the case may be) shall set forth the reason for the absence of signature of any members of the governing body.

**IMPORTANT:** This certificate must be executed before a municipality or county can submit its approved budget to the Division of Local Government Services. The executed certificate and the adopted resolution must be kept on file and available for inspection.