

**MILLERSBURG BOROUGH
DAUPHIN COUNTY, PENNSYLVANIA**

RESOLUTION NO. 17-09

**A RESOLUTION ADOPTING A STATEMENT OF NON-DISCRIMINATION
FOR OFFICIALS, EMPLOYEES, VENDORS AND CONTRACTORS
OF THE BOROUGH OF MILLERSBURG**

WHEREAS, the Millersburg Borough Council has adopted a non-discrimination policy for its employees and candidates for employment; and

WHEREAS, the Borough's non-discrimination policy meets or exceeds the standards established by the Commonwealth of Pennsylvania and the United States of America; and

WHEREAS, the Borough Council expects its elected and appointed officials, employees, vendors and contractors to adhere to these non-discrimination standards; and

WHEREAS, certain grant agreements require the Borough, its vendors and its contractors to adhere to minimum standards of non-discrimination;

THEREFORE BE IT RESOLVED THAT the Borough Council officially adopts the following statement of non-discrimination:

The Borough of Millersburg does not discriminate against any person in recruitment, selection for employment, training, promotion, retention, discipline, benefits, conditions of work or any other aspect of personnel administration because of political or religious opinions or affiliations or because of race, age, gender, religion, creed, national origin, sexual orientation, or gender identity. In addition, the Borough does not discriminate because of physical or mental disability unless physical or mental abilities constitute genuine job requirements. The Borough will attempt to make reasonable accommodations to enable otherwise qualified employees and applicants with disabilities to be employed.

The Borough of Millersburg prohibits harassment of employees in any form. Harassment means any unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's protected status, such as race, age, gender, religion, creed, national origin, sexual orientation, gender identity, physical or mental disability or other legally protected group status. The Borough will not tolerate harassing conduct that may affect conditions of employment, interferes with an individual's work performance, or that creates an intimidating, hostile, or offensive environment.

BE IT FURTHER RESOLVED THAT the above statement be attached to any requests for proposals issued by the Borough of Millersburg.

BE IT FURTHER RESOLVED THAT any person officially representing the Borough of Millersburg (including but not limited to the Borough Engineer, Solicitor, Codes Officer and other appointed officers) or any vendor or contractor financially benefiting from any business arrangement with Millersburg Borough who willfully violates the Borough's stated policy of non-discrimination may, by a majority vote of the Borough Council, face sanctions up to and including cancellation of any existing contracts, disqualification from consideration for future contracts for a set period of time and removal from official office if applicable.

RESOLVED this 10th day of may, 2017.

BOROUGH OF MILLERSBURG

By: Chas C. Duff
President of Council

ATTEST:

Ann Bowma Jackson
Borough Secretary