

RA04-20

**RESOLUTION OF THE CITY OF CLIFTON ADOPTING AN ANTI-DISCRIMINATION POLICY FOR VENDORS AND CONTRACTORS WHO DO BUSINESS WITH THE CITY OF CLIFTON**

**WHEREAS**, the City of Clifton does business with many vendors and contractors, including vendors and contractors that are procured through an open public bidding process and vendors and contractors who are not procured through the open public bidding process; and

**WHEREAS**, the open public bidding process subjects vendors and contractors who do business with the City of Clifton to comply with the equal employment opportunity and affirmative action laws and requirements with respect to the hiring of employees, subcontractors or business firms engaged in carrying out a public contract;

**WHEREAS**, the City of Clifton desires to prohibit vendors and contractors who do business with the City of Clifton from engaging in any discriminatory practices, in addition to their hiring practices; and

**WHEREAS**, the City of Clifton is a very diverse community and recognizes that celebrating and embracing such diversity fosters respect and open mindedness for other cultures and promotes unity within the City;

**NOW, THEREFORE, BE IT RESOLVED**, that the Mayor and Municipal Council of the City of Clifton, Passaic County, New Jersey, hereby adopts a policy prohibiting all vendors and contractors who do business with the City of Clifton from discriminating against any member of the public on the basis of race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, nationality, gender identity or expression, disability or sex; and

**BE IT FURTHER RESOLVED**, that any vendor or contractor who engages in such discrimination may be required to appear before the Mayor and Council and may also subject itself to penalties provided pursuant to both state and federal law; and

**BE IT FURTHER RESOLVED**, that a copy of this Resolution be posted on the City of Clifton website.

**ADOPTED:** 11-2-20

James Anzaldi  
**JAMES ANZALDI**, Mayor

**ATTEST:**  
*Nancy Ferrigno*  
**NANCY FERRIGNO**, City Clerk

CERTIFIED TO BE A TRUE COPY  
*Nancy Ferrigno*  
Nancy Ferrigno, City Clerk

APPROVED AS TO FORM  
MUNICIPAL ATTORNEY