



TOWN OF SMITHTOWN CIVIL RIGHTS POLICY

I. POLICY STATEMENT

It is the policy of the Town of Smithtown (the "Town") to prevent and eliminate all discrimination in all of its operations and services as well as all aspects of employment. All Departments shall plan, develop and implement their programs and activities so that no person is subjected to unlawful discrimination based upon race, creed, color, gender, age, national origin, religion, disability, sexual orientation, marital status, or Vietnam era veteran status.

This policy fully incorporates throughout all of the Town's operations the requirements of applicable State and Federal laws and executive orders to prohibit any discriminatory practices, procedures and policies. All Directors, officers, supervisors, and employees are directed to comply with these laws and orders.

The Town's Civil Rights Policy reflects the Town's firm commitment to achieving equal opportunity in all programs, services and activities for which the Town has direct and oversight responsibilities as well as a workplace free from discrimination, where all employees have an equal opportunity to improve their employment status. Directors of all Departments are charged with overseeing the continued development and implementation of their respective Department's external Civil Rights program for achieving the Town's goal to ensure equal opportunity for all.

This policy shall be conspicuously placed on all Departments' bulletin boards and made available to all organizations and entities doing business with the Town. Any complaints involving allegations of discrimination should be sent to the Director of the Department responsible for the program, service, or contractor it is alleged violated this policy.

II. POLICY SCOPE AND GUIDANCE

The Town's Civil Rights Policy Statement directs that the requirements of Article 15 and 15-A and Article 17-B of New York State Executive Law, Title VI of the Civil Rights Act of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as well as the Americans with Disabilities Act, and all other relevant laws and executive orders are fully integrated into all of the Town's activities. State and Federal nondiscrimination laws are the cornerstones of the Town's strategy to ensure equal opportunity and fair and equitable programs and services to the public.

This policy statement primarily covers the Town's Civil Rights responsibilities.

All employees must assist in the prevention and elimination of any discriminatory practices and are encouraged to report allegations of discrimination to their Department Director or the Town Attorney for review and appropriate action.

III. RELATED POLICY AND AUTHORITATIVE SOURCES

New York State Laws

New York State Human Rights Law Article 15 (1945) – Guarantees non-discrimination in the State of New York on the basis of race, creed, color, national origin, sex, marital status, age, disability, and/or sexual orientation.

New York State Law Article 15-A (1980) – An Act to amend the Executive Law and the state Finance law, in relation to participation by minority group members and women with respect to State contracts.

New York State Law Article 17-B (2014) – An Act to amend the Executive Law, in relation to expanding opportunities for service-disabled veteran-owned business enterprises.

Sexual Orientation Non-Discrimination Act (2003) – This Act amends the Executive Law to include sexual orientation.

Federal Laws, Executive Orders

Civil Rights Act of 1964 – Prevents discrimination in federally assisted programs; provides relief against discrimination in public accommodations; protects constitutional rights in public facilities and public education; enforces the constitutional right to vote. **Title VI** – Prohibits discrimination on the grounds of race, color or national origin in programs and activities receiving federal financial assistance.

Section 504 of the Rehabilitation Act of 1973 – Prohibits discrimination on the basis of physical or mental disability in every federally assisted program or activity in the country.

Age Discrimination Act of 1975 – Prohibits discrimination on the basis of age in programs or activities receiving federal financial assistance.

Civil Rights Restoration Act of 1988 – Specifies that recipients of federal funds must comply with civil rights laws in all areas, not just a particular program or activity that received federal funding. It applies to all federal laws.

Americans with Disabilities Act (ADA) of 1990 – Federal Law prohibiting discrimination against people with disabilities in employment, public access to services, transportation, public accommodations, and telecommunications services.

Adopted by resolution of the Town Board on September 6, 2016