

**RESOLUTION 2024:99**

**RESOLUTION 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"**

**WHEREAS**, N.J.S.A. 40A:4-5 as amended by P.L. 2017, c.183 requires the governing body of each municipality and county 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**, the members of the governing body have familiarized themselves with the contents of the above-referenced enforcement guidance and with their local unit's hiring practices as they pertain to the consideration of an individual's criminal history, as evidenced by the group affidavit form of the governing body attached hereto.

**NOW, THEREFORE BE IT RESOLVED**, that the Governing Body of the Borough of Haddon Heights, 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 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.

Date: May 7, 2024

  
\_\_\_\_\_  
Council President Christopher Morgan

ATTEST:   
\_\_\_\_\_  
Kelly Santosusso, RMC, Borough Clerk

**CERTIFICATION:**

I, Kelly Santosusso, Clerk of the Borough of Haddon Heights do hereby certify that the foregoing Resolution is a true and correct copy of a Resolution adopted by the Governing Body at a public meeting held on May 7, 2024.

\_\_\_\_\_  
Kelly Santosusso, RMC, 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 *(County of Camden)*

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

1. We are duly elected (or appointed) members of the governing body in the (Borough of Haddon Heights) and in the County of Camden;
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.)

*3 Hawk*

(L.S.)

*Kathryn Russo*

(L.S.)

*Cheryl*

(L.S.)

*Julia*

(L.S.)

*Regina Philipps*

(L.S.)

(L.S.)

*[Signature]*

(L.S.)

(L.S.)

*[Signature]*

(L.S.)

Sworn to and subscribed before me this  
*7th* day of *May*, 2024  
Notary Public of New Jersey

*Kelly Santorusso RMC*  
Kelly Santorusso, RMC, Borough 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.