



**TOWNSHIP OF NORTH FAYETTE
ALLEGHENY COUNTY, PENNSYLVANIA**

ORDINANCE NO. 527

**AN ORDINANCE OF THE TOWNSHIP OF NORTH FAYETTE, COUNTY OF ALLEGHENY,
COMMONWEALTH OF PENNSYLVANIA, PROHIBITING EMPLOYMENT DISCRIMINATION.**

- WHEREAS,** the Township of North Fayette (hereinafter "Township"), is a Municipal Corporation, duly organized and existing under the laws of the Commonwealth of Pennsylvania; and
- WHEREAS,** the Township's population is diverse and has various personal traits related to their actual or perceived race, color, sex, religion, ancestry, genetic information, national origin, sexual orientation, gender identity or expression, familial status, marital status, age, veteran status, mental or physical disability; and
- WHEREAS,** the practice or policy of discrimination against such individuals or groups is a matter of public concern and the Township is committed to an environment where those who live, work, and visit the Township are treated with respect and dignity; and
- WHEREAS,** the Board of Supervisors believes that all people deserve to work in a professional environment that supports equal employment opportunities and wants to prevent illegal discrimination, including harassment and retaliation for reporting it; and
- WHEREAS,** further, the Board of Supervisors expects that all relationships among employees will be business-like and free of explicit bias, prejudice, and harassment; and
- WHEREAS,** that the Board of Supervisors intends to, as required by state and/or Federal law, create and approve an official policy of non-discrimination in the Township for all employment-related matters.

NOW, THEREFORE, BE IT ORDAINED AND ENACTED by the Board of Supervisors for the Township of North Fayette, and it is hereby ordained and enacted by the authority of the aforesaid as follows:

SECTION 1. POLICY AGAINST DISCRIMINATION.

The Township is committed to equal employment opportunity and does not discriminate against any person who works for the Township, or who seeks to work for the Township, based on their political opinions or affiliations, or their race, color, religion, ancestry, age (40 or older), sex (including gender identity, sexual orientation, and pregnancy), national origin, genetic information, disability, use of guide or support animals, or any other status protected by the relevant federal and/or state laws. If there is any inconsistency between this policy and such laws, the laws will prevail.

This commitment applies to all aspects of employment, including, but not limited to, decisions regarding hiring, placement, pay, benefits, promotions, demotions, transfers, terminations, layoffs, recall from layoffs, benefit administration, and any other terms and conditions of employment. Similarly, employees are expected to respect the rights of their colleagues.

SECTION 2: AMENDMENT TO CODE OF ORDINANCES.

Chapter 1, Part 7, of the Township Code of Ordinances, enacted as Ordinance No. 528, shall be amended to codify section 1, hereof, as § 1-711.

SECTION 3: REPEALER.

All Ordinances, or parts of Ordinances, which are inconsistent herewith are hereby repealed upon the effective date of this Ordinance.

SECTION 4: SEVERABILITY.

That if any sentence, clause, section, or part of this Ordinance is for any reason found to be unconstitutional, illegal, or invalid, such unconstitutionality, illegality or invalidity shall not affect or impair any of the remaining provisions, sentences, clauses, sections, or parts of this Ordinance. It is hereby declared as the intent of the Board of Supervisors that this Ordinance would have been adopted had such unconstitutional, illegal, or invalid sentence, clause, section, or part thereof not been included herein.

SECTION 5: EFFECTIVE DATE.

This Ordinance shall become effective immediately upon enactment as provided by law.

ENACTED AND ORDAINED into Law this the 11th day of June 2024.

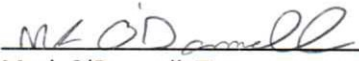
ATTEST:


James Mangan
Township Manager

TOWNSHIP OF NORTH FAYETTE


James Morosetti, Chairman


Robert Doddato, Vice Chairman


Mark O'Donnell, Treasurer

APPROVED AS TO FORM:


Michele McPeak Cromer, Esquire
Township Solicitor