

## Chapter 1. Administration and Government

### Part 5. BOARDS AND COMMISSIONS

#### B.. Human Relations Commission.

#### § 1-521. Findings and Declaration of Policy.

[Ord. 701, 2/10/1969, § 1; as amended by Ord. 1296, 9/9/2013]

1. The practice or policy of discrimination against individuals or groups by reason of their race, color, religious creed, ancestry, national origin, sexual orientation, gender identity or expression, familial status, marital status, age, mental and physical disability, and use of guide or support animals and/or mechanical aids is a matter of concern to the Borough of Bristol. Such discrimination foments domestic strife and unrest, threatens rights and privileges of the Borough of Bristol and undermines the foundations of a free democratic state. The denial of equal employment, housing, public accommodation, and educational opportunities because of such discrimination, and the consequent failure to utilize productive capabilities of individuals to their fullest extent, deprives large segments of the population of the Borough of Bristol of earnings necessary to maintain decent standards of living, necessitates their resort to public relief, and intensifies group conflicts, thereby posing a grave threat to public health and welfare, compels many individuals to reside in dwellings which are substandard and overcrowded, gives rise to racial segregation in public schools and other community facilities, contributes to such social deterioration as makes for juvenile delinquency and crime, and, overall jeopardizes the peace, safety, and general wellbeing of the Borough of Bristol.
2. It is hereby declared to be the public policy of the Borough of Bristol to foster the employment of all individuals in accordance with their highest skills regardless of their race, color, religious creed, ancestry, national origin, sexual orientation, gender identity or expression, familial status, marital status, age, mental and physical disability, and use of guide or support animals and/or mechanical aids, and to safeguard their right to obtain and hold employment without such discrimination; to assure equal opportunities to all individuals and safeguard their rights at places of public accommodation, in securing adequate housing, and earning admission to institutions of learning, regardless of race, color, religious creed, ancestry, national origin, sexual orientation, gender identity or expression, familial status, marital status, age, mental and physical disability, and use of guide or support animals and/or mechanical aids.
3. This Subpart shall be deemed an exercise of the police powers of the Borough of Bristol, for the protection of the public welfare, prosperity, health, and peace of the people of the Borough of Bristol.

#### § 1-522. Human Relations Commission Established; Membership; Appointment; Vacancies; Service Without Compensation; Quorum.

[Ord. 701, 2/10/1969, § 2]

There is hereby established the Bristol Borough Human Relations Commission, which shall consist of seven members. The members of the Commission shall be appointed by the President of Borough Council with the consent of the Borough Council. In the first instance, four members of the said Commission shall be appointed each for the term of three years; two members shall be appointed each for the term of two years; one member shall be appointed for the term of one year. Annually, thereafter, members sufficient in number to maintain the said

Commission at seven members shall be appointed for the term of three years each. An appointment to fill a casual vacancy shall be only for the unexpired term of the vacating member, and such vacancy shall be filled thereafter in the same manner as the original appointment. The members of the Borough Human Relations Commission shall serve without compensation. Any four members of the Commission shall constitute a quorum.

## **§ 1-523. Powers and Duties of Human Relations Commission.**

[Ord. 701, 2/10/1969, § 3; as amended by Ord. 1296, 9/9/2013]

1. The Commission shall have the following powers and duties:
  - A. To adopt, promulgate, amend, and rescind rules and regulations effectuating the policies and provisions of this Part 5B.
  - B. To receive, investigate, pass upon, adjust, or refer elsewhere complaints of unlawful discriminatory practices and problems that would cause intergroup tensions and violations of the Bristol Borough Building Code [Chapter 5, Part 1].
  - C. To issue such publications and results of investigations and research as, in its judgment, will tend to promote goodwill and minimize or eliminate discrimination because of race, color, religious creed, ancestry, national origin, sexual orientation, gender identity or expression, familial status, marital status, age, mental and physical disability, and use of guide or support animals and/or mechanical aids.
  - D. To prepare and execute a comprehensive educational program designed to eliminate prejudice and discrimination based upon race, color, religious creed, ancestry, or national origin.
  - E. From time to time, but not less often than annually, to render a written report to the Borough Council describing in detail the investigations, activities, recommendations, and affirmative action programs undertaken; to make recommendations for the employment of administrative personnel and other procedures looking up to the increased effectiveness of its efforts.
  - F. The Borough Solicitor shall serve as legal advisor to the Commission.

## **§ 1-524. Authority of Human Relations Commission to Enter Into Memoranda of Understanding.**

[Ord. 701, 2/10/1969, § 4]

The Commission is empowered, subject to review and consent by the Borough Council, to enter into memoranda of understanding with federal and state agencies engaged in implementing federal and state legislation in the area of nondiscriminatory human relations and with Human Relations Commissions of other municipalities.