

Legal Counsel Approval: 

RL15-106

Introductory No. R15-69

Permanent No. R15-69



THE COUNCIL OF THE CITY OF BINGHAMTON
STATE OF NEW YORK

Date: July 8, 2015

Sponsored by Council Members: Webb, Mihalko, Motsavage, Matzo, Berg, Papastrat

Introduced by Committee: Planning and Community Development

RESOLUTION

entitled
A RESOLUTION ADOPTING AN
AFFIRMATIVE ACTION PLAN AS REQUIRED
UNDER THE NYS COMMUNITY DISASTER
BLOCK GRANT-DISASTER RECOVERY
(CDBG-DR) PROGRAM

WHEREAS, the City of Binghamton is a sub-recipient receiving New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) funds, as administered by the Governor's Office of Storm Recovery (GOSR) of the New York State Housing Trust Fund Corporation (HTFC) to assist in addressing unmet needs from either Hurricane Irene, Tropical Storm Lee, or Super Storm Sandy; and,

WHEREAS, participation in the New York State CDBG-DR Program requires the adoption and implementation of an Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and other program policies; and,

WHEREAS, the purpose of this plan is to prohibit workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

NOW, THEREFORE the Council of the City of Binghamton, duly convened in regular session, does hereby:

RESOLVE, that the attached Affirmative Action Plan be hereby officially adopted for implementation in the New York State CDBG-DR Program.

I hereby certify the above to be a true copy
of the legislation adopted by the Council
of the City of Binghamton at a meeting
held on 7/8/15. Approved by the
Mayor on 7/14/15.

Introductory No. R15-69

Permanent No. R15-69

Sponsored by City Council Members:
Webb, Mihalko, Motsavage, Matzo, Berg, Papastrat

A RESOLUTION ADOPTING AN AFFIRMATIVE
ACTION PLAN AS REQUIRED UNDER THE NYS
COMMUNITY DISASTER BLOCK GRANT-DISASTER
RECOVERY (CDBG-DR) PROGRAM

The within Resolution was adopted by the Council of
the City of Binghamton.

Date July 8, 2015

City Clerk Jenny Elbert

Date Presented to Mayor July 9, 2015

Date Approved 7/9/15

Mayor Michael J. Lombardi

	Ayes	Nays	Abstain	Absent
Motsavage	✓			
Mihalko	✓			
Rennia	✓			✓
Webb	✓			
Papastrat	✓			
Matzo	✓			
Berg	✓			
Total	6	0	0	1

Code of the City of Binghamton

Adopted Defeated

6 Ayes 0 Nays 0 Abstain 1 Absent

SAMPLE

**OFFERED BY
SECONDED BY**

RESOLUTION NO. _____

A RESOLUTION TO ADOPT AN AFFIRMATIVE ACTION PLAN AS REQUIRED UNDER THE NEW YORK STATE COMMUNITY DEVELOPMENT BLOCK GRANT-DISASTER RECOVERY (CDBG-DR) PROGRAM.

WHEREAS, the City of Binghamton is a subrecipient receiving New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) funds, as administered by the Governor's Office of Storm Recovery (GOSR) of the New York State Housing Trust Fund Corporation (HTFC) to assist in addressing unmet needs from either Hurricane Irene, Tropical Storm Lee, or Super Storm Sandy; and,

WHEREAS, participation in the New York State CDBG-DR Program requires the adoption and implementation of an Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and other program policies; and,

WHEREAS, the purpose of this plan is to prohibit workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

NOW, THEREFORE, BE IT RESOLVED by the City of Binghamton that the attached Affirmative Action Plan be hereby officially adopted for implementation in the New York State CDBG-DR Program.

This document is a sample Affirmative Action Plan and Resolution and is not intended to be and should not be construed in any way as legal advice by the Governor's Office of Storm Recovery (GOSR). All sample or template documents provided by GOSR should be reviewed by an attorney prior to adoption.

**City of Binghamton, Subrecipient
NEW YORK STATE
GOVERNOR'S OFFICE OF STORM RECOVERY (GOSR)
COMMUNITY DEVELOPMENT BLOCK GRANT-DISASTER RECOVERY (CDBG-DR) PROGRAM**

AFFIRMATIVE ACTION PLAN

The City of Binghamton has adopted the following Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246 and the program policies of the New York State Community Development Block Grant-Disaster Recovery (CDBG-DR) Program. Executive Order 11246 prohibits federal contractors and subcontractors from engaging in workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

- 1) The City of Binghamton is committed to equal employment opportunity and as part of its Affirmative Action Plan shall:
 - a) Recruit, hire, upgrade, train, and promote in all job classifications, without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
 - b) Base employment decisions on the principles of equal employment opportunity, and with the intent to further the City of Binghamton's commitment to affirmative action;
 - c) Ensure that all terms and conditions of employment such as compensation, benefits, layoff, return from layoff, training, educational tuition assistance, and social and recreation programs, shall be administered without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
 - d) Ensure that promotion decisions will be made in accordance with the principles of affirmative action by imposing only valid requirements for promotional opportunities;
 - e) Take action to prevent harassment or intimidation of all employees, particularly those encompassed by the City of Binghamton's affirmative action efforts.

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- 2) The City of Binghamton will post the federal EEO Poster in a conspicuous location.
- 3) In all solicitations or advertisements for employment the City of Binghamton shall state that all qualified applicants will receive consideration for employment without regard to age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.
- 4) The City of Binghamton will maintain written employment records to demonstrate compliance with Executive Order 11246.
- 5) The City of Binghamton will pursue opportunities to recruit and develop qualified job candidates to avoid employment barriers and to ensure equal opportunity for candidates.
- 6) The City of Binghamton's Affirmative Action Plan will be posted on the Human Resources Office web page at www.binghamton-ny.gov
- 7) Director of Personnel & Employee Safety has been assigned responsibility for the implementation and administration of this Affirmative Action Plan.

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