

RESOLUTION NO. 23 - 2012

**A RESOLUTION ADOPTING A NON-DISCRIMINATORY
HIRING POLICY FOR RECIPIENTS OF ECONOMIC
DEVELOPMENT ASSISTANCE**

WHEREAS, the Village has established, and may in the future establish additional, economic development programs, inclusive of tax exemptions and economic incentive grants, and

WHEREAS, section 5709.832 of the Ohio Revised Code requires the legislative authority of a political subdivision that grants an exemption from taxation to develop policies that ensure the recipient practices non-discriminatory hiring in its operation; and

WHEREAS, the Council desires to adopt such a policy and, further, that same shall apply to all Village programs for economic development assistance, inclusive of tax exemptions, economic incentive grants, and all other such like programs as may in the future be established.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE VILLAGE OF MADISON, COUNTY OF LAKE, STATE OF OHIO, THAT:

SECTION 1. There is hereby adopted the "Non-Discriminatory Hiring Policy" which is attached hereto as Exhibit "A" and incorporated herein by this reference.

SECTION 2. The Non-Discriminatory Hiring Policy shall be an umbrella policy applicable to all recipients of economic development assistance, inclusive of tax exemptions, economic incentive grants, and all such other like programs that may be established.

SECTION 3. That compliance with this policy shall be a continuing condition for any recipient of a tax exemption, incentive grant, or other like program of economic development assistance.

SECTION 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 5. This Resolution shall take effect at the earliest time provided by law.

PASSED:

October 15, 2012



President of Council

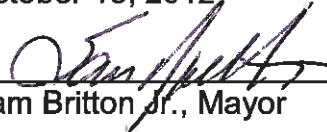
Attested:



Tony Long, Fiscal Officer

Approved:

October 15, 2012



Sam Britton Jr., Mayor

VILLAGE OF MADISON

ECONOMIC DEVELOPMENT ASSISTANCE

NON-DISCRIMINATORY HIRING POLICY

Any recipient of economic development assistance shall adopt and implement policies of non-discriminatory hiring.

"Economic development assistance" includes without limitation any economic incentive grant or tax exemption.

"Non-discriminatory hiring" means that no individual may be denied employment solely on the basis of race, religion, sex, disability, color, national origin, or ancestry.

DUTY TO DISCLOSE AND AUTHORIZATION FOR RECORDS INSPECTION

The adopted non-discriminatory hiring policy must appear in the recipient's advertisements, policies, handbooks and manuals.

Copies of the adopted policies, and as same may be amended from time-to-time, shall be forwarded to the Village of Madison. The Village shall also be authorized to inspect pertinent personal or corporate records and other similar information not open to public inspection in order to verify compliance.

A recipient is required to inform the Village immediately upon the occurrence of any finding by the Ohio Civil Rights Commission or Equal Employment Opportunity Commission that probable cause exists that it engaged in an act or actions of discriminatory hiring, without regard to whether the matter has been finally resolved via conciliation, adjudication, or otherwise.

A recipient is required to inform the Village immediately upon the filing of any judicial complaint alleging that it engaged in an act or actions of discriminatory hiring.

PENALTIES

In addition to any other remedies that may be provided by law:

Any recipient who fails to adopt and implement policies of non-discriminatory hiring shall be barred from receiving further assistance and any assistance provided during any period of time the recipient failed to comply with these obligations shall be subject to recapture, inclusive of all costs and reasonable attorney fees incurred by the Village of Madison related to such enforcement.