

RESOLUTION NO: 24-02

A RESOLUTION FOR A DIVERSITY, EQUITY, AND INCLUSION POLICY

WHEREAS, the Village of Dupo, St. Clair County, Illinois, is a duly created, organized and validly existing municipality of the State of Illinois under the 1970 Illinois Constitution and the laws of the State of Illinois, including particularly the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto;

WHEREAS, a duly noticed public meeting was held in the Village of Dupo, Illinois at the Dupo Village Hall, 107 N. Second Street, on March 4, 2024, at 7:00 p.m., before the Village Board of Dupo; and

WHEREAS, the Board of the Village of Dupo is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion; and

WHEREAS, the Village of Dupo encourages our employees' and contractors' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics that make our village unique; and

WHEREAS, policy of the Village of Dupo desires to establish a Diversity, Equity, and Inclusion Policy as set forth in **Exhibit "A"** attached hereto; and

WHEREAS, should any section or provision of this Resolution or the adopted Diversity, Equity, and Inclusion Policy be declared to be invalid, that decision shall not affect the validity of this Resolution or adopted Diversity, Equity, and Inclusion Policy as a whole or any part thereof, other than the part so declared to be invalid; and

NOW THEREFORE, BE IT ORDAINED by the Mayor and Board of Trustees of the Village of Dupo, St. Clair County, Illinois, as follows:

Section 1: The facts and statements contained in the foregoing recitals are incorporated herein as findings of the Corporate Authorities.

Section 2: The Diversity, Equity, and Inclusion Policy, included as **Exhibit "A"** to this Resolution, is hereby adopted.

Section 3: The provisions of this Resolution are hereby declared to be severable and should any provision of this Resolution be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

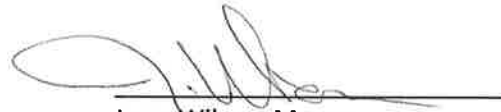
Section 4: All code provisions, ordinances, resolutions, rules and order or parts thereof, in conflict herewith are, to the extent of such conflict, hereby superseded.

Section 5: This Resolution shall be effective and in full force immediately upon passage and approval as provided by law.

PASSED this 4th day of March 2024, by the Village Mayor and the Village Board of Trustees of the Village of Dupo, St. Clair County, Illinois, and deposited and filed in the office of the Village Clerk in said Village on that date.

<u>Trustees</u>	<u>Aye</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstain</u>
Joe Basinski	X	—	—	—
Ron Dell	X	—	—	—
Kerry Foster	X	—	—	—
Dawn Keys	X	—	—	—
Ken Phillips	X	—	—	—
Tammy Taylor	X	—	—	—

APPROVED AND PASSED by the Mayor of the Village of Dupo, Illinois this 4th day of March 2024.



Jerry Wilson, Mayor
Village of Dupo, Illinois

ATTEST:



MARK NADLER, VILLAGE CLERK

(SEAL)

Village of Dupo Diversity, Equity, and Inclusion Policy

The Village of Dupo is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. Our human capital is the most valuable resource we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees, and contracted labor invest in their work represents a significant part of not only our culture but our reputation and the Village's achievements as well.

We embrace and encourage our employees' and contractors' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our village unique.

The Village of Dupo diversity initiatives are applicable, but not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through work scheduling and accommodations provided for by law.
- Employer and employee contributions to the community that we serve to promote a greater understanding and respect for diversity and inclusion.

All employees of the Village of Dupo have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe that they are subjected to any kind of discrimination that conflicts with the Village's diversity policy and initiatives should seek assistance from a supervisor or HR representative. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.