

RESOLUTION OF THE TOWNSHIP OF LOPATCONG, COUNTY OF WARREN AND STATE OF NEW JERSEY, TO CENSURE MAYOR THOMAS M. MCKAY FOR HIS DEROGATORY, DISCRIMINATORY AND HARASSING WORDS AND ACTIONS.

WHEREAS, the Township of Lopatcong (Lopatcong) is committed to the principles of equal employment opportunity and anti-discrimination as embodied in Title VII of the 1964 Civil Rights Act, the Equal Opportunity Act of 1972 and the New Jersey Law Against Discrimination (NJ LAD); and

WHEREAS, Lopatcong maintains a zero tolerance policy against any and all forms and acts of workplace harassment, discrimination, retaliation, intimidation, bullying and violence by or among its employees, volunteers, appointees and elected officials; and

WHEREAS, Mayor Thomas M. McKay was found to have made derogatory, discriminatory and harassing statements about a Lopatcong employee and a Lopatcong volunteer by calling them “man-haters,” and by implying that they are homosexuals, for reasons known only to Mayor McKay; and

WHEREAS, in so doing, Mayor McKay, has impugned the reputation of his Office, marginalized its authority, and exposed Lopatcong and its residents to undue financial liability and public humiliations; and

WHEREAS, Mayor McKay has refused to accept responsibility publicly for his derogatory and discriminatory remarks and, instead, has deflected the blame for his actions to the actions of his victims; and

WHEREAS, Mayor McKay has heretofore failed and refused to apologize to his victims or the residents of Lopatcong; and

WHEREAS, this Council finds Mayor McKay’s words and actions, as reflected in the August 24, 2015 report of Lee Vartan, Esq., Special Investigator to Lopatcong, to be hateful, despicable, and deserving of censure;

NOW, THEREFORE, BE IT RESOLVED:

1. The Lopatcong Township Council (Council) hereby censures Mayor Thomas M. McKay for his derogatory, discriminatory, and harassing words and actions expressed and committed in the workplace generally and directed at a Township employee and Township volunteer specifically.
2. A redacted version of the Special Investigation report will be attached to this Resolution of Censure as Exhibit “A”.

3. A copy of this Resolution of Censure will be published as required by law, within ten (10) days of its passage.

CERTIFICATION

I, Phyllis Coleman, Deputy Clerk of the Township of Lopatcong, County of Warren and State of New Jersey do hereby certify the foregoing to be a true and correct copy of a Resolution adopted by Council at a meeting held on Wednesday, October 7, 2015.

Phyllis D. Coleman
Deputy Clerk