

REGULAR MEETING, TOWN OF RANDOLPH, October 10, 2018

A regular meeting of the Town Board of the Town of Randolph, County of Cattaraugus and the State of New York was held at the Municipal Building, 72 Main Street, Randolph, NY on the 10th day of October 2018.

PRESENT: Tim Beach ----- Councilman
 John Hale ----- Councilman
 Amber Frame ----- Councilwoman
 Dale Senn ----- Supervisor
 Gretchen Hind ----- Clerk
 Cody Uhl ----- Deputy Highway Superintendent

ABSENT: Bridget Marshall ----- Attorney
 Nate Root ----- Councilman
 Gary Sickles ----- Superintendent of Highways

OTHERS PRESENT: Elise Gorth – Randolph Register; Dave Heckman - Code Enforcement; Gary Barton-Zoning Board Chairman; Jeff Greeley – Town Justice

Supervisor Senn called the meeting to order at 7:30PM with the Pledge of Allegiance.

PUBLIC PARTICIPATION

**RESOLUTION 120-2018
APPROVAL OF MINUTES**

On a motion of Councilman Beach, seconded by Councilman Hale, the following resolution was

ADOPTED Ayes 4 Beach, Hale, Frame, Senn
 Nays 0

Resolved that the minutes of September 12, 2018 be approved as presented.

REPORT OF TOWN OFFICIALS

TOWN JUSTICE – Justice Greeley reported that his trainings are complete and he will be applying for a JCAP Grant.

CODE ENFORCEMENT

10 permits for a total of \$620 were issued for September 2018.

Attorney Marshall entered at 7:39PM.

RESOLUTION 121-2018

EXECUTIVE SESSION

On a motion of Councilman Beach, seconded by Councilman Hale, the following resolution was

ADOPTED Ayes 4 Beach, Hale, Frame, Senn
 Nays 0

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Resolved that the Board enter into Executive Session at 7:41PM to discuss litigation with Alice Alessi.

Councilman Root entered at 7:42PM.

RESOLUTION 122-2018

EXECUTIVE SESSION

On a motion of Councilman Hale, seconded by Councilman Beach, the following resolution was

ADOPTED	Ayes	5	Beach, Hale, Frame, Root, Senn
	Nays	0	

Resolved that the Board return to regular session at 7:57 PM.

RACDC- No Report

Monthly Report of the Supervisor

BLB provided reports for September 2018 to the Board.

CLERK

Clerk Hind submitted the monthly report for September 2018 to the Board. The local shares were Town-\$3,440.77 and to Supervisor - \$735.47.

SUPERINTENDENT OF HIGHWAYS

A report on the activities for the month September 2018 was provided.

WATER/SEWER

Water Project update was provided to the Board by MDA Engineers.

SAMPLE HILL

No activity.

ER CEMETERY-No Report

RANDOLPH CEMETERY – No Report

DOG CONTROL-No Report

COMMUNICATIONS

OLD BUSINESS

Conewango Sewer District – Awaiting Town of Conewango to schedule public hearings on the MPR and creation of District.

NEW BUSINESS

RESOLUTION 123-2018

2019/20 JCAP GRANT

On a motion of Councilman Beach, seconded by Councilwoman Frame, the following resolution was

ADOPTED Ayes 5 Hale, Senn, Beach, Frame, Root

WHEREAS, it is necessary to make application to the State of New York, Unified Court System.

WHEREAS, it is necessary for the Town Supervisor to sign for the Town of Randolph now, therefore be it

RESOLVED, the Town of Randolph does hereby authorize that Dale Senn, Supervisor of the Town of Randolph, is to enter into agreement with the State of New York, Unified Court Program with an application, which shall remain active and eligible for funding for two consecutive state fiscal years.

RESOLUTION 124-2018

SEXUAL HARASSMENT PREVENTION POLICY

On a motion of Councilman Beach, seconded by Councilman Hale, the following resolution was

ADOPTED Ayes 5 Hale, Frame, Beach, Root, Senn
Nays 0

Resolved that the Town adopts the following Sexual Harassment Prevention Policy:

Introduction

The Town of Randolph is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. All employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of The Town of Randolph's commitment to a discrimination-free work environment. Sexual harassment is against the law¹ and all employees have a legal right to a workplace free from sexual harassment and employees are urged to report sexual harassment by filing a complaint internally with The Town of Randolph. Employees can also file a complaint with a government agency or in court under federal, state or local antidiscrimination laws.

Policy:

1. The Town of Randolph's policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business, regardless of immigration status, with The Town of Randolph. In the remainder of this document, the term "employees" refers to this collective group.
2. Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action (e.g., counseling, suspension, termination).

¹ While this policy specifically addresses sexual harassment, harassment because of and discrimination against persons of all protected classes is prohibited. In New York State, such classes include age, race, creed, color, national origin, sexual orientation, military status, sex, disability, marital status, domestic violence victim status, gender identity and criminal history.

3. Retaliation Prohibition: No person covered by this Policy shall be subject to adverse action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. The Town of Randolph will not tolerate such retaliation against anyone who, in good faith, reports or provides information about suspected sexual harassment. Any employee of The Town of Randolph who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. All employees, paid or unpaid interns, or non-employees² working in the workplace who believe they have been subject to such retaliation should inform a supervisor, manager, or Highway Superintendent and Town Clerk. All employees, paid or unpaid interns or non-employees who believe they have been a target of such retaliation may also seek relief in other available forums, as explained below in the section on Legal Protections.
4. Sexual harassment is offensive, is a violation of our policies, is unlawful, and may subject The Town of Randolph to liability for harm to targets of sexual harassment. Harassers may also be individually subject to liability. Employees of every level who engage in sexual harassment, including managers and supervisors who engage in sexual harassment or who allow such behavior to continue, will be penalized for such misconduct.
5. The Town of Randolph will conduct a prompt and thorough investigation that ensures due process for all parties, whenever management receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. The Town of Randolph will keep the investigation confidential to the extent possible. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.
6. All employees are encouraged to report any harassment or behaviors that violate this policy. The Town of Randolph will provide all employees a complaint form for employees to report harassment and file complaints.
7. Managers and supervisors are required to report any complaint that they receive, or any harassment that they observe or become aware of, to Highway Superintendent and Town Clerk.
8. This policy applies to all employees, paid or unpaid interns, and non-employees and all must follow and uphold this policy. This policy must be provided to all employees and should be posted prominently in all work locations to the extent practicable (for example, in a main office, not an offsite work location) and be provided to employees upon hiring.

² A non-employee is someone who is (or is employed by) a contractor, subcontractor, vendor, consultant, or anyone providing services in the workplace. Protected non-employees include persons commonly referred to as independent contractors, "gig" workers and temporary workers. Also included are persons providing equipment repair, cleaning services or any other services provided pursuant to a contract with the employer.

What Is “Sexual Harassment”?

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual’s sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;
- Such conduct is made either explicitly or implicitly a term or condition of employment; or
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual’s employment.

A sexually harassing hostile work environment includes, but is not limited to, words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual’s sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient’s job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called “quid pro quo” harassment.

Any employee who feels harassed should report so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

Examples of sexual harassment

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

- Physical acts of a sexual nature, such as:
 - Touching, pinching, patting, kissing, hugging, grabbing, brushing against another employee’s body or poking another employee’s body;
 - Rape, sexual battery, molestation or attempts to commit these assaults.

- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments;
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks or jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sex stereotyping occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
 - Sabotaging an individual's work;
 - Bullying, yelling, name-calling.

Who can be a target of sexual harassment?

Sexual harassment can occur between any individuals, regardless of their sex or gender. New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, and those employed by companies contracting to provide services in the workplace. Harassers can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

Where can sexual harassment occur?

Unlawful sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. Calls, texts, emails, and social media usage by employees can constitute unlawful workplace harassment, even if they occur away from the workplace premises, on personal devices or during non-work hours.

Retaliation

Unlawful retaliation can be any action that could discourage a worker from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation (e.g., threats of physical violence outside of work hours).

Such retaliation is unlawful under federal, state, and (where applicable) local law. The New York State Human Rights Law protects any individual who has engaged in “protected activity.” Protected activity occurs when a person has:

- made a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- opposed sexual harassment by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of harassment;
- reported that another employee has been sexually harassed; or
- encouraged a fellow employee to report harassment.

Even if the alleged harassment does not turn out to rise to the level of a violation of law, the individual is protected from retaliation if the person had a good faith belief that the practices were unlawful. However, the retaliation provision is not intended to protect persons making intentionally false charges of harassment.

Reporting Sexual Harassment

Preventing sexual harassment is everyone’s responsibility. The Town of Randolph cannot prevent or remedy sexual harassment unless it knows about it. Any employee, paid or unpaid intern or non-employee who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to a supervisor, manager or Highway Superintendent and Town Clerk. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager or Highway Superintendent and Town Clerk.

Reports of sexual harassment may be made verbally or in writing. A form for submission of a written complaint is attached to this Policy, and all employees are encouraged to use this complaint form. Employees who are reporting sexual harassment on behalf of other employees should use the complaint form and note that it is on another employee’s behalf.

Employees, paid or unpaid interns or non-employees who believe they have been a target of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

Supervisory Responsibilities

All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, are required to report such suspected sexual harassment to the Highway Superintendent and Town Clerk.

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue.

Supervisors and managers will also be subject to discipline for engaging in any retaliation.

Complaint and Investigation of Sexual Harassment

All complaints or information about sexual harassment will be investigated, whether that information was reported in verbal or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, commenced immediately and completed as soon as possible. The investigation will be kept confidential to the extent possible. All persons involved, including complainants, witnesses and alleged harassers will be accorded due process, as outlined below, to protect their rights to a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. The Town of Randolph will not tolerate retaliation against employees who file complaints, support another's complaint or participate in an investigation regarding a violation of this policy.

While the process may vary from case to case, investigations should be done in accordance with the following steps:

- Upon receipt of complaint, Highway Superintendent and Town Clerk will conduct an immediate review of the allegations, and take any interim actions (e.g., instructing the respondent to refrain from communications with the complainant), as appropriate. If complaint is verbal, encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, prepare a Complaint Form based on the verbal reporting.
- If documents, emails or phone records are relevant to the investigation, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.
- Interview all parties involved, including any relevant witnesses;
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - A list of all documents reviewed, along with a detailed summary of relevant documents;

DHR will investigate your complaint and determine whether there is probable cause to believe that sexual harassment has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If sexual harassment is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying of monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: www.dhr.ny.gov.

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

Civil Rights Act of 1964

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred. In general, private employers must have at least 15 employees to come within the jurisdiction of the EEOC.

An employee alleging discrimination at work can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 40 Rector Street, 10th Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml.

- A list of names of those interviewed, along with a detailed summary of their statements;
 - A timeline of events;
 - A summary of prior relevant incidents, reported or unreported; and
 - The basis for the decision and final resolution of the complaint, together with any corrective action(s).
- Keep the written documentation and associated documents in a secure and confidential location.
 - Promptly notify the individual who reported and the individual(s) about whom the complaint was made of the final determination and implement any corrective actions identified in the written document.
 - Inform the individual who reported of the right to file a complaint or charge externally as outlined in the next section.

Legal Protections And External Remedies

Sexual harassment is not only prohibited by The Town of Randolph but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process at The Town of Randolph, employees may also choose to pursue legal remedies with the following governmental entities. While a private attorney is not required to file a complaint with a governmental agency, you may seek the legal advice of an attorney.

In addition to those outlined below, employees in certain industries may have additional legal protections.

State Human Rights Law (HRL)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to all employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time within one year of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, within three years of the alleged sexual harassment. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to The Town of Randolph does not extend your time to file with DHR or in court. The one year or three years is counted from date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

Contact the Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

RESOLUTION 125-2018

WILLIAMSON LAW BOOK WATER/SEWER ANNUAL CONTRACT

On a motion of Councilman Beach, seconded by Councilwoman Frame, the following resolution was

ADOPTED Ayes 5 Hale, Frame, Beach, Root, Senn
 Nays 0

Resolved that the Town approves the Annual Water/Sewer Software Support Contract with Williamson Law Book Company.

RESOLUTION 126-2018

EQUIPMENT PURCHASE – 2020 MACK GRANITE

On a motion of Councilman Beach seconded by Councilman Hale, the following resolution was

ADOPTED Ayes 5 Hale, Frame, Beach, Root, Senn
 Nays 0

Resolved that the Town approves the purchase of a 2020 Mack Granite from Beam Mack under Contract No. 8996 for a total of \$221,947.83.

RESOLUTION 127-2018

HIRE COUNSEL TO DEFEND ALESSI CASE

On a motion of Councilman Beach seconded by Councilwoman Frame, the following resolution was

ADOPTED Ayes 5 Hale, Frame, Beach, Root, Senn
 Nays 0

Resolved that the Town hire Hodgson-Russ Law firm to defend the case brought against the town Zoning Board vs. Alice Alessi.

RESOLUTION 128-2018

BUDGET TRANSFER & MODIFICATION

On a motion of Councilwoman Frame, seconded by Councilman Beach, the following resolution was

ADOPTED Ayes 5 Hale, Frame, Beach, Root, Senn
 Nays 0

Resolved that the Town authorizes the following Budget Transfer:

GENERAL FUND:

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\$9,675 FROM A1910.4 - SPECIAL ITEMS - UNALLOCATED INSURANCE
 \$1,091 FROM A1990.4 - CONTINGENT
 \$891 FROM A1989.4 - OTHER GENERAL GOVERNMENT SUPPORT
 \$11,657 TO A1420.4 - ATTORNEY - CONTRACTUAL

RESOLUTION 129-2018
FUND OUTSIDE AGENCIES 2019 BUDGET

On a motion of Councilman Root, seconded by Councilwoman Frame, the following resolution was

ADOPTED Ayes 5 Beach, Hale, Frame, Root, Senn
 Nays 0

Resolved that the Board will include quarterly stipends in the 2019 Town Budget to: RACDC of \$2,500 for an annual total of \$10,000; Randolph Cemetery of \$1,500 for an annual total of \$6,000; and East Randolph Cemetery of \$1,500 for an annual total of \$6,000. These payments will be provided to the entities contingent on submittal of mandatory quarterly reports to the Town.

RESOLUTION 130-2018
2019 PRELIMINARY BUDGET

On a motion of Councilman Beach, seconded by Councilwoman Frame, the following resolution was

ADOPTED Ayes 5 Hale, Senn, Beach, Frame, Root

Resolved that Town adopt the 2019 Tentative Budget as the 2019 Preliminary Budget after: a decrease to \$48,000-A5010.1 and an increase to \$3,600-A3510.1.

RESOLUTION 131-2018
SCHEDULE PUBLIC HEARING ON THE 2019 PRELIMINARY BUDGET

On a motion of Councilman Beach, seconded by Councilman Hale, the following resolution was

ADOPTED Ayes 5 Hale, Senn, Beach, Frame, Root

Resolved that Town sets the Public Hearing to hear all persons for or against the proposed 2019 Town of Randolph Budget for November 7 at 7:30PM.

RESOLUTION 132-2018
AUDIT OF BILLS

On a motion of Councilman Root, seconded by Councilwoman Frame, the following resolution was

ADOPTED Ayes 5 Beach, Hale, Frame, Root, Senn
 Nays 0

Resolved that the bills be paid on Abstract #10 in the following amounts:

General Fund	No. 246-273	\$8,914.96
Street Lighting District		1,822.43

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Refuse District		967.55
Snow Removal		
Highway Fund	No. 128-141	63,709.35
Sewer Fund	No. 66-74	2,483.56
Water Fund	No. 124-139	3,589.26
WATER CAPITAL PROJECT - DWSRF #18013	No. 25	16,572.37

With no further business, on a motion from Councilwoman Frame, seconded by Councilman Root, the meeting was adjourned at 10:04 pm. Carried unanimously.



Gretchen A. Hind, RMC-Town Clerk

THE UNIVERSITY OF CHICAGO
DIVISION OF THE PHYSICAL SCIENCES
DEPARTMENT OF CHEMISTRY
5708 SOUTH CAMPUS DRIVE
CHICAGO, ILLINOIS 60637

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