

## ORDINANCE NO. 2022-03

### HUMAN RIGHTS COMMISSION ORDINANCE

**WHEREAS** the Town of Nashville recognizes that the declaration and elevation of civil and human rights upholds the sanctity of the individual and guarantees their ability to participate freely in society; and

**WHEREAS** the Town of Nashville recognizes the need for a Human Rights Commission to address issues of bias, discrimination, and prejudice in its community, which has been documented by comments and complaints in its community, by personal testimony, and by reported cases and;

**WHEREAS** the Town of Nashville recognizes the need to comply with current human rights laws and policies on the federal, state, and local level, to provide infrastructure for local needs and for citizen groups of its community, and;

**WHEREAS** the Town of Nashville recognizes the need to promote and protect human rights through local implementation, monitoring, education and federal and state enforcements of those laws; and

**WHEREAS** the Town of Nashville recognizes the need to provide a venue whereby complainants may address these issues in an environment that is safe, confidential, and where they may seek help from trained volunteers, and where public education will be provided, and;

**WHEREAS** the Town of Nashville further recognizes that a human connection will be demonstrative of the concern and caring by its community;

#### **IT IS THEREFORE ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF NASHVILLE, INDIANA, AS FOLLOWS:**

1. A Human Rights Commission shall be established from volunteers from the community, to be selected by the Nashville Town Council, with a total of five volunteers. There shall be one member from the Town Council with a one year appointment, and the other four members shall be from Brown County, at large. There will be two members whose terms shall expire December 31, 2024, and two members whose terms expire on December 31, 2025. Thereafter members shall serve in 24 month terms staggered to ensure continuity of knowledge; and
2. The Commission shall be comprised of a President, Vice-President, Secretary, a Government liaison, and an Education and Awareness Coordinator; and
3. The Commission shall create an information page on the Town of Nashville website on the role of the Commission; and
4. The Commission shall establish a relationship with the EEOC (Equal Employment Opportunity Commission), and with the State Regional Director of the Indiana Civil

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Rights Commission to foster educational resources as well as to provide utilization of the resources at the federal and state levels to assist in providing assistance at the local level; and

5. The Commission shall establish procedures regarding all complaints and calls related to civil and human rights issues. The Commission shall establish procedures in order to assist or direct those seeking help;
6. The Commission shall offer educational training to leaders in both the public and private sector regarding awareness of diversity in the Town of Nashville, and shall encourage awareness of the diversity in its community;
7. The Commission may survey existing ways in which human rights are locally addressed with a goal to enrich and expand on educational programming for the Town of Nashville. Use of resources such as the Welcoming Survey and Municipal Equity Index would assess the cultural awareness and work towards educational opportunities;
8. The Commission shall provide education regarding holidays and observances that are practiced encouraging diversity in the Town of Nashville such as Juneteenth, Women's History Month, PRIDE, Martin Luther King Day and other holidays of this nature;
9. The Commission shall prepare and issue an annual report to the Nashville Town Council describing the progress made and work performed.

*15/16/2022*

PASSED AND ADOPTED BY THE TOWN COUNCIL OF THE TOWN OF NASHVILLE,  
BROWN COUNTY, INDIANA, THIS 6 DAY OF           , 2022.

ATTEST:

Brenda K. Young  
Clerk-Treasurer

Council President Nancy Crocker yea nay abstain

yea nay abstain  
Council Vice-President Anna Hofstetter

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Council Member Jane Gore yea nay abstain

Council Member Tyra Miller yea nay abstain

Wanda E. Jones  
Town Attorney

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yea nay abstain  
Council Member Dave Rudd