

RESOLUTION NO. 126

ESTABLISHING AN ALBANY COUNTY SETTLEMENT POLICY

Introduced: 3/12/18

By Mr. Higgins:

WHEREAS, The County of Albany has a proud tradition of protecting the rights of employees and preventing discrimination in the workplace and the community, and

WHEREAS, Recent events in the news have come to light which demonstrate that serial predators have been able to remain in positions of power because of agreements they reached with their victims which force the matters to be made confidential, and

WHEREAS, Such confidentiality and non-disclosure agreements having this effect are contrary to the standards that Albany County stands for, and

WHEREAS, In order to ensure that the victims of discrimination, harassment, or other unjust acts will be free from coercion or being otherwise compelled to enter into such an agreement regarding said acts, the establishment of a settlement policy for the County of Albany is necessary, now, therefore, be it

RESOLVED, That the Albany County Legislature hereby establishes a Settlement Policy for the County of Albany, and, be it further

RESOLVED, That no settlement made by the County of Albany, its officers, or employees shall have the purpose or effect of concealing the details of such settlement with relation to claims of discrimination, non-payment of wages or benefits, retaliation, harassment or violation of public policy in employment, including claims which are submitted to arbitration, and, be it further,

RESOLVED, That this policy shall not be deemed or construed to prohibit a victim's request for anonymity, and, be it further

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this resolution to the appropriate County Officials.

Referred to Law Committee - 3/12/18