

BARNSTABLE COUNTY
In the Year Two Thousand Nineteen

Amended Proposed Ordinance 19-02

This Ordinance shall repeal Ordinance 05-08, 06-02, 08-12 and 15-06 in their entirety and establish the Barnstable County Human Rights Advisory Board as set forth in this Ordinance.

The Cape Cod regional government, known as Barnstable County hereby ordains;

Section 1. Policy of Barnstable County

It is the Policy of Barnstable County to promote equal opportunity for all persons of Barnstable County regardless of race, color, religious creed, national origin, sex, age, ancestry, sexual or affectional preference, marital, family or military status, source of income, neighborhood or disability, where unlawful discrimination exists in housing, employment, education, public accommodations, town or county services, insurance, banking, credit and health care. Barnstable County will not tolerate retaliation or reprisal against persons exercising or supporting the exercise of equal opportunity rights.

Section 2. Human Rights Advisory Board

- A. The Human Rights Advisory Board (hereafter “BCHRAB”) is hereby established.
- B. The BCHRAB shall consist of nine (9) members appointed by the Barnstable County Board of Regional Commissioners to a term of three (3) years staggered at the discretion of the Board of Regional Commissioners.
- C. The initial appointments of nine (9) Advisory Board Members shall be appointed as follows:
 1. a. Six (6) Advisory Board Members shall be drawn from the current Human Rights Commissioners who wish to continue to serve.
 - b. Three (3) Advisory Board Members shall be drawn from the current Town Representation Council who wish to continue to serve.
 - c. Term expirations of the current Human Rights Commissioners shall be applicable to term limitations as Advisory Board Members.
 - d. All Advisory Board members shall have one (1) vote.
 - e. No appointee shall serve more than six (6) consecutive years.
2. The Town Representation Council shall be dissolved upon passage of this Ordinance and restructured, through the BCHRAB, to allow:
 - a. Any Town Representative who becomes a new Advisory Board Member shall have a minimum appointment of three (3) years, followed by a staggered appointment schedule of an additional one (1) year for one, two (2) years for the second, and three (3) years for the third, as determined by a vote of the newly convened BCHRAB.
 - b. A Town Representative from any town not represented by an BCHRAB Member may continue to attend and speak at any BCHRAB meeting.
 - c. Selectmen or Town Council may appoint one individual to attend the BCHRAB meeting as a non-voting member.

There shall not be separate Town Representative meetings.

3. All BCHRAB meetings shall comply with the requirements of the Massachusetts Open Meeting Law.
- D. BCHRAB appointees shall meet as soon as practical following their initial confirmation to select a Chair and Vice Chair and thereafter in January each year.
- E. The BCHRAB shall serve in an advisory capacity to the Human Rights Coordinator, shall assist municipalities, public agencies and public schools as requested by promoting equality and human rights by way of publication, education and assisting in the development and coordination of forums and other events. The BCHRAB shall create and maintain a data base of federal and state regulatory and enforcement agencies including but not limited to publicly certified interveners, responders, counselors and certified public mediators.
- F. The BCHRAB shall assist the Human Rights Coordinator with periodic reports, as requested, to the Board of Regional Commissioners and the Assembly of Delegates.

Section 3. Human Rights Coordinator

The County through its County Administrator shall appoint a Human Rights Coordinator who shall be an employee of the county directly responsible to the County Administrator and subject to all Barnstable County Personnel Policies and Procedures. All normal and customary County support shall be available to the Human Rights Coordinator as directed by the County Administrator to fulfill the duties assigned by this Ordinance to the Human Rights Coordinator and the BCHRAB subject to annual appropriations.

- A. The Human Rights Coordinator shall be the county's representative on human rights and shall promote as directed by the Barnstable County Board of Regional Commissioners and the Assembly of Delegates, a consistent unified message within the scope of this Ordinance consistent with Barnstable County Policy and Procedures, as well as relevant applicable state and federal legislation. In order to facilitate and accomplish the goals and responsibilities of the Human Rights Coordinator and BCHRAB, the Human Rights Coordinator shall have access to all of the county departments at the direction of the County Administrator and whenever it is deemed to be a benefit to the process of defining a consistent county message through the Barnstable County Communications Coordinator.
- B. The Human Rights Coordinator shall engage countywide with the various stakeholders to gather and to disseminate information pertaining to human rights concerns and to serve the towns of Barnstable County when called upon to address issues encompassed by this Ordinance. The Human Rights Coordinator shall assist the towns and meet with the regions various diverse communities and gather and record data, promote equality and equal protection, minimize acts and patterns of discrimination by promoting awareness through education and when necessary directing those offended by apparent violations to appropriate local, state and federal officials and agencies including, if necessary, the Massachusetts Commission Against Discrimination.

Section 4. Authority Granted

The provisions of this Ordinance shall be construed as limited to the authority granted to the county under the Barnstable County Home Rule Charter and is not intended to conflict with or contravene any General Laws of the Commonwealth of Massachusetts. The BCHRAB is intended to serve the citizens of Barnstable County in an advisory capacity and is in no way intended to conflict with police and enforcement powers granted to and reserved to other agencies of the Commonwealth of Massachusetts by the General Court.

Amendment to Proposed Ordinance 19-02 approved by County Commissioners on

_____ at _____ to be submitted to the Assembly of Delegates.
Date Time

Ronald Bergstrom, Chair

Mary Pat Flynn, Vice-Chair

Ronald Beaty, Commissioner