

**BOROUGH OF RED BANK  
COUNTY OF MONMOUTH**

**RESOLUTION NO. 23-54**

**REGARDING THE IMPLEMENTATION OF GENDER-NEUTRAL LANGUAGE IN OFFICIAL  
WRITTEN AND VERBAL COMMUNICATIONS BY THE BOROUGH OF RED BANK**

WHEREAS, the Borough of Red Bank ("Borough") is a home rule unit of local government pursuant the New Jersey Constitution, Article 4 § 7 ¶ 10 Private, special or local laws; municipalities and counties - Upon petition by the governing body of any municipal corporation formed for local government, or of any county, and by vote of two-thirds of all the members of each house, the Legislature may pass private, special or local laws regulating the internal affairs of the municipality or county; and

WHEREAS, the Borough recognizes that gender-neutral language is a generic term covering the use of non-sexist language, inclusive language, or gender-fair language, that the purpose of gender neutral language is to avoid word choices that may be interpreted as biased, discriminatory, or demeaning by implying that one sex or social gender is the norm; and

WHEREAS, the Borough recognizes that using gender-neutral language also helps reduce gender stereotyping, promotes social change, and contributes to achieving gender equality; and

WHEREAS, the Borough recognizes that gender-neutral language is more than a matter of political correctness, that language powerfully reflects and influences attitudes, behavior, and perceptions; and

WHEREAS, the Borough believes that all individuals living in or visiting the Borough should be treated fairly and with respect and dignity; and

WHEREAS, the use of gender-neutral language by the Borough can be expected to further enhance and demonstrate the Borough's commitment to being a safe, inclusive, diverse, and welcoming community; and

WHEREAS, ever-increasing awareness exists that language matters, and in particular with regard to the subtle and not so subtle, and intended and unintended consequences of language, including implicit or explicit bias; and

WHEREAS, linguistic conventions that differentiate and identify people by perceived gender may fail to respect the broad spectrum of sex, gender, gender identity, and gender expression of those individuals living, working, and visiting our community.

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Red Bank, Monmouth County, New Jersey, as follows:

- Section 1. The Borough shall work to update the Red Bank Borough Code to replace instances of gender specific language with appropriate gender-neutral language.
- Section 2. When brought forward to future Committee and Council meetings, all future additions, amendments, or other changes unspecified here to the Borough Code will utilize gender-neutral language, rather than gender-specific language.
- Section 3. All future proposed Resolutions and Ordinances will utilize gender-neutral language, rather than gender-specific language.
- Section 4. The language used in the conduct of routine parliamentary proceedings during meetings, staff presentations, official videos, and other verbal communications, whenever practical and possible, shall utilize gender-neutral language, rather than gender-specific language.
- Section 5. Borough officers and staff, including members of boards, commissions, and committees, shall strive to use gender-neutral language, whenever possible and practicable, in official documents and non-verbal communications pertaining to the Borough and official Borough business. The Borough will provide training to facilitate greater understanding of gender-neutral options in communications.

	MOVED	SECONDED	AYES	NAYS	ABSTAIN	ABSENT
Councilmember Jackson			x			
Councilmember Mirandi			x			
Councilmember Sturdivant			x			
Councilmember Triggiano			x			
Councilmember Ballard		x	x			
Councilmember Zipprich	x		x			
Mayor Portman						
ON CONSENT AGENDA	Yes	x	No			

I hereby certify that the above Resolution was adopted by the Borough Council of the Borough of Red Bank, In the County of Monmouth at a Meeting held on February 8, 2023.

Laura Reinertsen

Laura Reinertsen, Borough Clerk