

BARNSTABLE COUNTY
In the Year Two Thousand Nineteen

Ordinance 19-10

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 Commission 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, gender, 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 Commission

- A. There is hereby established a County office to be known as the Human Rights Advisory Commission of Barnstable County (hereafter "HRAC").
- B. The HRAC shall consist of nine (9) members appointed by the Barnstable County Board of Regional Commissioners to a term of one (1) to three (3) years staggered at the discretion of the Board of Regional Commissioners.
1. Each Advisory Commission Member shall have one (1) vote.
 2. No appointee shall serve more than six (6) consecutive years.
- C. Advisory Commission Membership
1. Appointments of Advisory Commission Members shall be made by the Board of Regional Commissioners, after nominations by the Barnstable County Health and Human Services Advisory Council.
 2. Advisory Commission Members shall be residents of Barnstable County and, so far as practicable, shall be selected so as to provide countywide, culturally, racially and economically diverse representation.
- D. The initial appointments of nine (9) Advisory Commission Members shall be made as follows:
1. a. Up to six (6) Advisory Commission Members shall be drawn from the current Human Rights Commissioners who wish to continue to serve.
 - b. The remaining Advisory Commission Members shall be drawn
 - (i) from the former Town Representation Council members who wish to continue to serve; and if there are any vacancies remaining,
 - (ii) in accordance with the procedures set out in Section 2.D. (Advisory Commission Membership).
 - c. Term expirations of the current Human Rights Commissioners shall carry over as term limitations for these Commission Members.

2. The Town Representation Council shall be dissolved upon passage of this Ordinance and restructured, through the HRAC, such as to allow:
 - 1.a. Any Town Representative who becomes a new Advisory Commission Member shall have a minimum appointment of three (3) years, followed by a staggered appointment schedule of an additional one (1) year for one Member, two (2) years for a second, and three (3) years for a third, as determined by the Board of Regional Commissioners.
 - 2.b. For any town not formally represented by an HRAC Member; Selectmen or Town Council may appoint one town citizen, and the Mashpee Wampanoag Tribal Council may appoint one representative to attend and speak at HRAC meetings as a non-voting member.
3. There shall not be separate Town Representative meetings.

Section 3. HRAC Policies and Procedures

- A. All HRAC meetings shall comply with the requirements of the Massachusetts Open Meeting Law
- B. HRAC appointees shall meet as soon as practical following their initial confirmation to select a Chair and Vice Chair. Elections shall be held in January each year thereafter.
- C. The HRAC shall meet no less than four times per year.
- D. The HRAC
 1. Shall serve in an advisory capacity to the Human Rights Coordinator.
 2. Shall assist the Human Rights Coordinator to engage with Advisory Commission Member communities.
 3. Shall assist the Human Rights Coordinator with internal programmatic strategic planning and goal setting, as well as writing and submitting external periodic reports to the Board of Regional Commissioners and the Assembly of Delegates.
 4. Shall assist municipalities, public agencies and public schools by promoting equality and human rights by way of publication, education and by the development and coordination of forums and other events.
 5. 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.
- E. The HRAC shall assist the Human Rights Coordinator with periodic reports, as requested, to the Board of Regional Commissioners and the Assembly of Delegates.

Section 4. 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

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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 HRAC subject to annual appropriations.

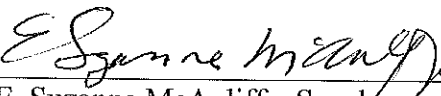
- A. The Human Rights Coordinator shall be the county’s representative on human rights and shall promote as directed by the Barnstable County Board of Regional Commissioners and the Assembly of Delegates, a consistent unified message within the scope of this Ordinance consistent with Barnstable County 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 HRAC , 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 presenting a consistent human rights 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, 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 subject to apparent violations to appropriate local, state and federal officials and agencies including, if necessary, the Massachusetts Commission Against Discrimination.

Section 5. 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 HRAC 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.

Adopted by the Assembly of Delegates on May 15, 2019



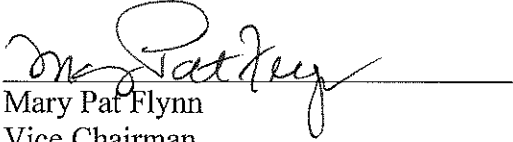
E. Suzanne McAuliffe, Speaker
Assembly of Delegates

Approved by the Board of County Commissioners 5/22 (date), at 10 AM (time).

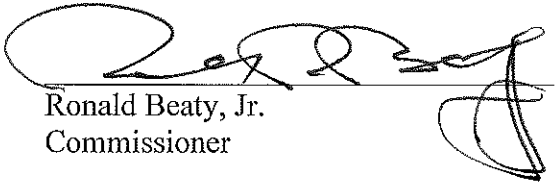
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Ronald Bergstrom
Chairman



Mary Pat Flynn
Vice Chairman



Ronald Beaty, Jr.
Commissioner