



Town of Essex, Vermont

TOWN OF ESSEX SELECTBOARD RESOLUTION Affirming Commitment to Fairness, Freedom, and Community Safety

WHEREAS, the people of Essex, Vermont, believe in the dignity, safety, and worth of every individual in our community whether those individuals are residents or visitors to our community; and

WHEREAS, acts of discrimination, racial targeting, and political violence - whether by individuals, groups, or institutions - undermine the values of justice and fairness that form the foundation of a free and democratic society; and

WHEREAS, our community has a long tradition of neighborliness, civic responsibility, and respect for diverse views; and

WHEREAS, the Selectboard recognizes that healthy democracy depends on free speech, due process, rule of law, and the protection of personal freedoms for all, regardless of race, background, or political belief; and

WHEREAS, we acknowledge that public safety and trust are best served when all community members feel secure, respected, and empowered to participate in civic life without fear of intimidation or violence; and

WHEREAS, the Vermont Criminal Justice Training Council's model Fair and Impartial Policing Policy, as adopted by the Essex Police Department, disallows racial profiling and limits the Essex Police Department from assisting with federal immigration enforcement activities; and

WHEREAS, the Declaration of Inclusion, adopted by the Selectboard on June 26, 2023, commits to "...fostering an inclusive and welcoming place for all residents..." and welcoming "...all people, regardless of ethnicity, color, religion, national origin, gender identity or sexual expression, age, or physical and/or mental capabilities...".

NOW, THEREFORE, BE IT RESOLVED THAT the Town of Essex Selectboard:

1. Stands firmly against discrimination in all forms, including racial targeting and political violence.
2. Reaffirms our commitment to the principles of free speech, due process, rule of law, and personal freedom as core to both Vermont values and American democracy.
3. Encourages all residents, organizations, and institutions to engage with one another respectfully and constructively, even when disagreements arise.
4. Commits to fostering a safe and welcoming community where every individual has the opportunity to thrive without fear of prejudice, harassment, or harm. This pertains to residents and visitors to our community.
5. Affirms our commitment to the Vermont Criminal Justice Council's model Fair and Impartial Policing Policy, as adopted by the Essex Police Department, for the Town of Essex.
6. Be it further resolved that this resolution shall be entered into the official minutes of the Selectboard and shared publicly through the Town's communication channels to affirm our community's shared values.

Adopted by the Town of Essex Selectboard this 20th of October 2025.

Tracey A Delphia

Tracey A Delphia (Oct 21, 2025 11:39:41 EDT)

Tracey Delphia, Selectboard Chair

Kendall Chamberlin

Kendall Chamberlin (Oct 21, 2025 10:11:31 EDT)

Kendall Chamberlin, Vice Chair

Shannon Jackson

Shannon Jackson (Oct 22, 2025 20:35:17 EDT)

Shannon Jackson, Clerk

Ethan Lawrence

Ethan Lawrence

Andrew J watts

Andrew J Watts (Oct 23, 2025 15:48:58 EDT)

Andrew Watts