

EQUAL EMPLOYMENT OPPORTUNITY (EEO) AFFIRMATIVE ACTION POLICY STATEMENT & COMPLIANCE CERTIFICATE

It is the policy of the Contractor to afford equal opportunity for employment to all individuals. Except when based on a bona fide occupational qualification, Contractor shall not refuse to hire or to maintain a system of employment which unreasonably excludes a person seeking employment; discharge an employee; or discriminate against a person with respect to hiring, tenure, compensation, terms, upgrading, conditions, facilities, or privileges of employment because of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, membership or activity in a local commission, disability, sexual orientation, or age.

Unless exempted by law and regulation, Contractor shall make available and file those reports related to equal opportunity as may be required by the City of Duluth, State and/or Federal compliance agencies. Requirements and Reports are defined in Minnesota Statute 363A.08 and 41 CFR 60.

Contractor certifies that it does not maintain or provide for its employees any segregated facilities at any of its establishments and that it does not permit its employees to perform their services at any location, under its control, where segregated facilities are maintained.

Unless exempted by regulation and law, Contractors with 50 or more employees and current contracts with the City of Duluth valued in excess of \$50,000 shall prepare and maintain a written affirmative action compliance program that meets the requirement as set forth in 41CFR60.

Contractor certifies that it is not currently in receipt of any outstanding letters of deficiencies, show cause, probable cause, or other such notification of non-compliance with EEO Laws and Regulations.

For construction projects, it shall be the goal of the Contractor that no less than 3% of the on-site workforce will be minority employees and that no less than 7% of the on-site workforce will be female employees. In addition, it shall be the goal of the Contractor in all on-site employment generated that no less than 3% of the work hours generated shall be worked by minority employees and that no less than 7% of the work hours generated shall be worked by female employees.

Contractor agrees to require all subcontractors receiving over \$2,500, regardless of tier and unless exempted by law and regulation, to execute an Equal Employment Opportunity and Affirmative Action Compliance Statement similar in nature to this Statement and Certification and to maintain these statements on file with the Contractor or subcontractor as may be appropriate.

Executed this _____ day of _____ 20_____ by:

Printed name, title and email

Signature

Contractor Company Name & Phone: _____

Contractor Address: _____

Project: _____