

Standard Federal Equal Employment Opportunity
Construction Contract Specifications

During the performance of this Contract, Contractor agrees as follows:

A. Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor shall take affirmative action to ensure the applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the government setting forth the provisions of this Non-discrimination Article.

B. The Contractor shall, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all the qualified applicant shall receive consideration for employment without regard to race, color, religion, sex, or national origin.

C. The Contractor shall send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding a notice advising the labor union or worker's representatives of the Contractor's commitments under Section 202 of Executive Order 11246, as amended in the Vietnam era Veterans Readjustment Assistance Act of 1974 as amended (38 U.S.C. 4212), and Section 503 of the Rehabilitation Act of 1973, as amended (41 CFR 60-250, and 60-741) which are herein incorporated by reference as part of this specification. Further, Contractor shall post copies of the notice in conspicuous places available to employees and applicants for employment.

D. The Contractor shall comply with all the provisions of Executive Order No. 11246, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212) and Section 503 of the Rehabilitation Act of 1973, as amended (41 CFR 60-250, and 60-741) and the rules, regulations, or relevant orders of the Secretary of Labor.

E. The Contractor shall furnish all information and reports required by Executive Order No. 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212), and Section 503 of the Rehabilitation Act of 1973, as amended (41 CFR 60-250, and 60-741), and by the rules, regulations and orders of the Secretary of Labor, or pursuant thereto, and shall permit access to its books, records, and accounts, by the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

F. In the event of the Contractor's non-compliance with the non-discrimination clause of this Contract or with any of such rules, regulations, or orders, this contract may be cancelled, terminated, or suspended, in whole or in part, and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212), and Section 503 of the Rehabilitation Act of 1973, as amended (41 CFR 60-250, and 60-741) and of such other sanctions as may be imposed and remedies invoked as provided by said order and/or acts, inclusive of respective amendments, or by rules, regulations, or orders of the Secretary of Labor, or otherwise provided by law.

G. The Contractor shall include the provisions of the sub-paragraphs "A" through "G". In every purchase order or lower tier subcontract, unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212), and Section 503 of the Rehabilitation Act of 1973, as amended (41 CFR 60-250, and 60-741), so that such provisions shall be binding upon each subcontractor or vendor. The Contractor shall take such action with respect to any purchase order or lower tier subcontract as may be directed by the Secretary of Labor as a means of enforcing such provisions, including sanctions for non-compliance; provided, however, that in the event the Contractor becomes involved in, or is threatened with litigation with a subcontractor or vendor as a result of such direction, the Contractor may request the United States to enter into such litigation to protect the interest of the United States.