

HILLSBOROUGH COUNTY EQUAL OPPORTUNITY CLAUSE

During the performance of this contract, the Grantee agrees to comply with the Hillsborough County Equal Opportunity Clause (applicable to all contracts in the amount of \$10,000 or more) which states:

1. General: The Grantee will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, handicap or marital status. The Grantee will take affirmative action to insure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, national origin, age, handicap or marital status. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this non-discrimination clause.

2. Recruitment: The Grantee will in all solicitations or advertisements for employees placed by or on behalf of the Grantee state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, handicap or marital status.

3. Unions: The Grantee will send, to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice advertising the labor union or worker's representative of the Grantee's commitments under this assurance, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

4. Compliance Reports: The Grantee will maintain records and information assuring compliance with these requirements and shall submit to the ACHC timely, complete, and accurate compliance reports at such times and in such form containing such information as the ACHC may determine to be necessary to enable it to ascertain whether the Grantee has complied or is complying with these requirements. The Grantee will permit access to his books, records and accounts by the ACHC for purposes of investigations to ascertain compliance with such rules, regulations and orders. In general, the Grantee and subcontractors should have available racial and ethnic data showing the extent to which members of minority groups are beneficiaries under these contracts.

5. Sanctions: In the event of the Grantee's non-compliance with the nondiscrimination clauses of this contract or with any of such rules, regulations or orders, the contract may be canceled, terminated or suspended in whole or in part and the Grantee may be declared ineligible for future ACHC contracts by rule, regulation or order as provided by law.

6. Subcontractors: The Grantee will include the provisions of paragraphs (1) through (6) in every subcontract under this contract so that such provisions will be binding upon each subcontractor. The Grantee will take such action with respect to any subcontractor as the contracting agency may direct as a means of enforcing such provisions including sanctions for noncompliance.

7. Federal Requirements: In the event this contract is paid in whole or in part from any federal governmental agency or source, the specific terms, regulations and requirements governing the disbursement of these funds shall be specified herein and become a part of the clause.

APPLICABLE STATUTES, ORDERS AND REGULATIONS

FEDERAL

- Section 1 of the Fourteenth Amendment to the United States Constitution
- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Acts of 1972 and 1975.

- Civil Rights Acts of 1866 and 1870.
- Standards for a Merit System of Personnel Administration, 45 CFR 70
- Revised Order Number 4, 41 CFR 60-2.10
- Rehabilitation Act of 1973, P.L. 93-112
- Interagency Agreement dated March 23, 1973
- Executive Order 11914, Nondiscrimination with Respect to the Handicapped in Federally Assisted Programs
- Age Discrimination Act of 1975, P.L. 94-135
- Civil Rights Action of 1968, P.L. 90-284
- Veterans Readjustment Act
- Section 14001 of Consolidated Omnibus Budget Reconciliation Act of 1985 (State and Local Assistance Act of 1972, as amended)
- Office of Management and Budget Circular 102, Attachment O
- Age Discrimination in Employment Act, as amended
- Civil Rights Restoration Act of 1987
- Federal Civil Rights Act of 1991
- Americans with Disabilities Act

STATE

- State Constitution (Preamble) and Section 13.251 (Powers and Purposes) protects citizens from discrimination because of race, national origin and religion
- Florida Statutes, Chapter 112.041, requires nondiscrimination in employment by counties and municipalities, because of race, color, national origin, sex, handicap, or religious creed
- Florida Statutes, Chapter 112.043, prohibits age discrimination in employment
- Florida Statutes, Chapter 413.08, prohibits discrimination against physically disabled persons in employment
- Florida Statutes, Chapter 448.07, prohibits wage rate discrimination based on sex
- Florida Civil Rights Act of 192

HILLSBOROUGH COUNTY

- Human Rights Ordinance #88-9, as amended, prohibits discrimination in housing, employment, public accommodations, and procurement and contracting
- Hillsborough County Ordinance #83-9 (Homerule Charter) Article IX, Section 9.11 provides that no person shall be deprived of any right because of race, sex, age, national origin, religion, handicap, marital status, or political affiliation.

I have read the above materials and understand the rules and regulations of the Hillsborough County Equal Opportunity Clause. Grantee agrees that this memorandum is incorporated into and made a part of the grant agreement. This memorandum must be signed and received by the Arts Council of Hillsborough County prior to any release of funds.

Signature of Grantee

Date