

Standard Conditions of Contract for Construction

1.2 CONDITIONS OF CONTRACT

1.2.1 Nondiscrimination

1.2.1.1 During the performance of the Contract, the Contractor agrees that in the hiring of employees for the performance of Work, including without limitation Work to be performed by a Subcontractor, no Contractor or Subcontractor, and no Person acting on behalf of the Contractor or Subcontractor, shall, by reason of race, religion, national origin, age, sex, disability, Vietnam era Veteran status, or color, discriminate against any citizen in the employment of labor or workers who are qualified and available to perform the Work to which the employment relates.

1.2.1.2 The Contractor further agrees that no Contractor or Subcontractor, and no Person acting on behalf of the Contractor or Subcontractor, shall, in any manner, discriminate against or intimidate any employee hired for the performance of Work on account of race, religion, national origin, age, sex, disability, Vietnam era Veteran status or color.

1.2.1.3 The Contractor agrees that it will fully cooperate with the State Equal Opportunity Coordinator, with any other official or agency of the State or federal government, which seeks to eliminate unlawful employment discrimination, and with all other State and federal efforts to assure equal employment practices under the Contract.

1.2.1.4 In the event of the Contractor's noncompliance with the nondiscrimination clauses, the Contract may be terminated or suspended in whole or in part, and the Contractor may be declared not responsive or not responsible for further State Contracts or such other sanctions as provided by law.

1.2.2 State Public Improvement Contacts

1.2.2.1 Any provision of a hiring hall contract or agreement which obligates a Contractor to hire, if available, only such employees as are referred to the Contractor by a labor organization shall be void as against public policy and unenforceable with respect to employment under any public improvement Contract unless, at the date of execution of such hiring hall contract or agreement, or within thirty (30) days thereafter, such labor organization has in effect procedures for referring qualified employees for hire without regard to race, religion, national origin, age, sex, disability, Vietnam era Veteran status, color, or ancestry and unless such labor organization includes in its apprentice and journeymen membership, or otherwise has available for job referral without discrimination, qualified employees.

1.2.3 Affirmative Action

1.2.3.1 Each Contractor shall comply with the Equal Opportunity Employment requirements set forth in Section 123:2-3 through 123:2-9, OAC.

1.2.3.2 Each Contractor shall demonstrate its good faith efforts to comply with the utilization goals currently established for minority and women employees and shall submit certain documentation to the Ohio Department of Administrative Services, Equal Opportunity Division (EOD as required by Section 123:2, OAC.

1.2.3.3 The Contractor shall provide monthly reporting of its workforce by the tenth (10) day of each month for the preceding month to the EOD. The Contractor shall submit the Ohio Construction Contract Information Report Input Form 29 (I-29) via the Internet. The form and instruction for completing the form are available at the EOD web site:
www.das.ohio.gov/eod/ccsubmitreportswitchboard.htm