

## **Good Faith Efforts**

### **Ohio Administrative Code 123:2-3-02 Establishment of Affirmative Action Programs**

Contractors and subcontractors that do not meet the state utilization work hour goals must implement and demonstrate a good faith effort to make the following state specific affirmative action steps work toward the accomplishment of the state's utilization work hour goals.

- Maintenance of a file of minority and women job applicants and the action taken regarding each applicant, including the reasons therefore.
- Notification to the contracting agency of any labor union practice that impedes the equal employment of minorities and women, including the union's failure to refer minority and women applicants back to the contractor or subcontractor after the contractor's or subcontractor's referral of the applicant to the union.
- Publication and implementation of an equal employment opportunity policy within the contractor's organization.
- Evaluation of contractor's or subcontractor's employment practices, including job classifications, promotions, recruitment and seniority designations, for discriminatory impact.
- Maintenance of records detailing contractor or subcontractor efforts to recruit minorities and women.
- Participation in community training programs designed for minorities and women.
- Solicitation of subcontracts with minority and women contractors and/or subcontractors, including contracts for supply purchases.

Contractors and subcontractors shall inform subcontractors with fifty or more employees and a contract of fifty thousand dollars or more or a contract that exceeds an estimated total cost of five hundred thousand dollars and the contract site is within a designated geographic area of the requirement to comply with the rules and regulations set forth in Chapters 123:2-3 to 123:2-9 of the Administrative Code. Contractors and subcontractors shall not contract with any subcontractor that has been found to be not responsible for state contracts pursuant to rule 123:2-07-01 [123:2-7-01] of the Administrative Code. A contractor's or subcontractor's failure to comply with this requirement shall provide a basis to invoke any of the sanctions set forth in rule 123:2-7-01 of the Administrative Code against the contractor or subcontractor.