BUSINESS LETTERHEAD HERE

EEO POLICY COMMITMENT

(NAME OF CONTRACTOR/BUSINESS) SHALL NOT DISCRIMINATE AGAINST ANY EMPLOYEE OR APPLICANT FOR EMPLOYMENT BECAUSE OF THEIR ACTUAL OR PERCEIVED: RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX, AGE, MARITAL STATUS, PERSONAL APPEARANCE, SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION, FAMILY RESPONSIBILITIES, MATRICULATION, POLITICAL AFFILIATION, GENETIC INFORMATION, OR DISABILITY.¹²

(NAME OF CONTRACTOR/BUSINESS) AGREES TO EQUAL EMPLOYMENT OPPORTUNITY FOR ALL APPLICANTS AND THAT ALL EMPLOYEES ARE TREATED EQUALLY DURING EMPLOYMENT, WITHOUT REGARD TO THEIR ACTUAL OR PERCEIVED: RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX, AGE, MARITAL STATUS, PERSONAL APPEARANCE, SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION, FAMILY RESPONSIBILITIES, MATRICULATION, POLITICAL AFFILIATION, GENETIC INFORMATION, DISABILITY OR CREDIT INFORMATION. THE EQUAL EMPLOYMENT OPPORTUNITY SHALL INCLUDE, BUT NOT BE LIMITED TO THE FOLLOWING: (A) EMPLOYMENT, UPGRADING, OR TRANSFER; (B) RECRUITMENT OR RECRUITMENT ADVERTISING; (C) DEMOTION, LAYOFF, OR TERMINATION; (D) RATES OF PAY, OR OTHER FORMS OF COMPENSATION; AND (E) SELECTION FOR TRAINING AND APPRENTICESHIP.

_____ (NAME OF CONTRACTOR/BUSINESS) AGREES TO POST IN CONSPICUOUS PLACES THE ABOVE PROVISIONS CONCERNING NON-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY.

(NAME OF CONTRACTOR/BUSINESS) SHALL STATE THAT ALL QUALIFIED APPLICANTS WILL RECEIVE CONSIDERATION FOR EMPLOYMENT PURSUANT TO MAYOR'S ORDER 85-85, "COMPLIANCE WITH EQUAL EMPLOYMENT OPPORTUNITY OBLIGATIONS IN CONTRACTS" AND THE RULES IMPLEMENTING MAYORS ORDER 85-85, SUBSECTIONS 1103.2 THROUGH 1103.10 OF 33 DCR 4952 (PUBLISHED AUGUST 15, 1986).

______ (NAME OF CONTRACTOR/BUSINESS) AGREES TO PERMIT ACCESS TO ALL BOOKS, RECORDS, AND ACCOUNTS PERTAINING TO ITS EMPLOYMENT PRACTICES, AND TO REQUIRE EACH SUBCONTRACTOR TO PERMIT ACCESS TO BOOKS AND RECORDS.

(NAME OF CONTRACTOR/BUSINESS) AGREES TO COMPLY WITH ALL GUIDELINES FOR EQUAL EMPLOYMENT OPPORTUNITY APPLICABLE IN THE DISTRICT OF COLUMBIA, INCLUDING MAYOR'S ORDER 85-85, THE RULES IMPLEMENTING MAYORS ORDER 85-85, AND THE DC HUMAN RIGHTS ACT OF 1977, AS AMENDED, D.C. OFFICIAL CODE § 2-1401.01, ET SEQ.

(NAME OF CONTRACTOR/BUSINESS) SHALL INCLUDE AS EXPRESS CONTRACTUAL PROVISIONS THE LANGUAGE CONTAINED IN SUBSECTIONS 1103.2 THROUGH 1103.10 OF 33 DCR 4952 (PUBLISHED AUGUST 15, 1986), SO THAT SUCH PROVISIONS SHALL BE BINDING UPON EACH SUBCONTRACTOR OR VENDOR.

¹ Familial status, source of income, place of residence, and place of business are not currently protected under the employment section of the D.C. Human Rights Act, D.C. Code §2-1402.11.

² D.C. Code § 2-1401.03(b) does not prohibit any religious organization, from limiting employment, admission or giving preference to persons of the same religion if such act is calculated to promote religious principles for which the organization is established or maintained. This shall not be construed to **exempt** such organizations from the general anti-discrimination provision under the D.C. Human Rights Act and Chapter 11 - Equal Employment Opportunity Requirements in DC Government Contracts, § 1103.2.

NAME OF AUTHORIZED OFFICIAL AND TITLE

DATE

SIGNATURE OF AUTHORIZED OFFICIAL

FIRM/ORGANIZATION

ASSURANCE OF COMPLIANCE WITH EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

MAYOR'S ORDER 85-85, "COMPLIANCE WITH EQUAL OPPORTUNITY REQUIREMENTS IN CONTRACTS," EFFECTIVE JUNE 10, 1985, THE RULES IMPLEMENTING MAYORS ORDER 85-85, 33 DCR 4952 (PUBLISHED AUGUST 15, 1986), AND THE DC HUMAN RIGHTS ACT OF 1977, AS AMENDED, D.C. OFFICIAL CODE § 2-1401.01, ET SEQ. ("D.C. HUMAN RIGHTS ACT") ARE HEREBY INCLUDED AS PART OF THIS BID/PROPOSAL. THEREFORE, EACH BIDDER/OFFEROR SHALL INDICATE BELOW THEIR WRITTEN COMMITMENT TO ASSURE COMPLIANCE WITH MAYOR'S ORDER 85-85, THE IMPLEMENTING RULES, AND THE D.C. HUMAN RIGHTS ACT. FAILURE TO COMPLY WITH THESE PROVISIONS SHALL RESULT IN REJECTION OF THE RESPECTIVE BID/PROPOSAL.

I, ______, THE AUTHORIZED REPRESENTATIVE OF

(VENDER/COMPANY), HEREINAFTER REFERRED TO AS "THE CONTRACTOR," CERTIFY THAT THE CONTRACTOR IS FULLY AWARE OF ALL OF THE PROVISIONS OF MAYOR'S ORDER 85-85, EFFECTIVE JUNE 10, 1985, THE RULES IMPLEMENTING MAYOR'S ORDER 85-85, AND THE D.C. HUMAN RIGHTS ACT. I FURTHER CERTIFY AND ASSURE THAT THE CONTRACTOR WILL FULLY COMPLY WITH ALL APPLICABLE PROVISIONS REFERENCED HEREIN IF AWARDED THE D.C. GOVERNMENT CONTRACT REFERENCED BY THE CONTRACT NUMBER ENTERED BELOW. FURTHER, THE CONTRACTOR ACKNOWLEDGES AND UNDERSTANDS THAT THE AWARD OF SAID CONTRACT AND ITS CONTINUATION ARE SPECIFICALLY CONDITIONED UPON THE CONTRACTOR'S COMPLIANCE WITH THE ABOVE-CITED PROVISIONS.

NAME OF CONTRACTOR

NAME OF AUTHORIZED REPRESENTATIVE

SIGNATURE OF AUTHORIZED REPRESENTATIVE

CONTRACT NUMBER/SOLICITATION NUMBER/BID NUMBER

DATE

EQUAL EMPLOYMENT OPPORTUNITY **EMPLOYER INFORMATION REPORT**

GOVERNMENT OF THE DISTRICT OF COLUMBIA DC Office of Contracting and Procurement Employer Information Report (EEO)	Reply to: Office of Contracting and Procurement 441 4th Street, NW, Suite 700 South Washington, DC 20001											
Instructions: Two (2) copies of DAS 84-404 or Federal Form E comply with Section D of this report ONLY. One	I O-1 shall be submitted to the Office of Contracting and Procurem opy shall be retained by the Contractor.	ent to										
Section A – TYPE OF REPORT												
1. Indicate by marking in the appropriate box the type of reporting unit for which this copy of the form is submitted (MARK ONLY ONE BOX)												
Single Establishment Employer Multi-establishment Employer (1) □ Single-establishment Employer Report (2) □ Consolidated Report (3) □ Headquarters Report (4) □ Individual Establishment Report (submit one for each establishment with 25 or more employees) (5) □ Special Report												
2. Total number of reports being filed by this Company.												
Section B – COMPANY IDENTIFICATION OFFICIAL (To be answered by all employers)												
1. Name of Company which owns or controls the establishment for which this report is filed												
Address (Number and street)	y or Town Country State Zip Code	b.										
b. Employer Identification No.												
2. Establishment for which this report is filed.		OFFICIAL USE ONLY										
a. Name of establishment		c.										
	y or Town Country State Zip Code	d.										
b. Employer Identification No.												
3. Parent of affiliated Company												
a. Name of parent or affiliated Company b.	Employer Identification No.											
Address (Number and street) C	y or Town Country State Zip	Zip Code										
Section C - ESTA	BLISHMENT INFORMATION											
1. Is the location of the establishment the same as that reported last year?		OFFICIAL USE ONLY										
Yes No Did not report Report on combined Yes No Did not report Report on combined last year basis Yes No Did not report Report on combined												
 What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or service provided, as well as the principal business or industrial activity.) 												
	ity business enterprise (50% owned or 51% controlled by minority me YES □ NO	embers).										
		34-2P891										

	specifica	ally e	xcluded a	s set forth ii	n the	all permane e instructio	ent, tempo ns. Enter	orary, or pa the approp	priate figures		nd in all	columns.	d on-the-job t Blank spaces ority groups		
JOB CATECO	JOB TOTAL EMPLOYEES IN CATEGORIES ESTABLISHMENT							MINORITY GROUP EMPLOYEES							
CATEGO		Em Inc	Total polyees cluding norities (1)	Total Mal Including Minorities (2)	e ç	Total Female Including Minoritie (3)		Asian (5)	MALE American Indian (6)	Hispanic (7)	Black	Asian (9)	FEMALE American Indian (10)	Hispanic (11)	
Officials ar	nd		(1)	(2)		(3)	(4)	(5)	(0)	(1)	(0)		(10)	(11)	
Managers															
Professiona	als														
Technician	S														
Sales Work	kers														
Office and Clerical															
Craftsman (Skilled)															
Operative (Skilled)	Semi-														
Laborers (Unskilled))														
Service Wo	orkers														
TOTAL															
Total employers reported in previous	-														
	TT 71 *.	I)								priate occup		0		(11)	
Formal On- The-Job Trainee	White collar		(1)	(2)	(3	5)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	
	Product	ion													
a. □Vis	1. How was information as to race or ethnic group in Section D obtained? 2. Dates of payroll period used: a. □Visual Survey c. □Other Specify 3. Pay period of last report submitted for this establishment:														
	Section E – REMARKS Use this Item to give any identification data appearing on last report which differs from that given above, explain major changes in composition or reporting units, and other pertinent information.														
Check one		(1)	All reports	are accurate	and				ICATION	tions (check o	n consoli	dated only	v)		
									h the instruction				,,		
Nome of	Name of Authorized Official Title Signature Date														
					Address	Signature ddress (Number and Street)			Dau						
Title						City and S	state	Zi	p Code	Telephone	Num	ber	Extension		
INFORMATION CITED HEREIN SHALL BE HELD IN CONFIDENCE															