

**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
DEPARTMENT OF GENERAL SERVICES**



**ATTACHMENT H**

**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

**[ATTACHMENT WILL APPEAR ON THE FOLLOWING PAGE]**

# CONTRACTOR'S LETTERHEAD

## EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

\_\_\_\_\_ SHALL NOT DISCRIMINATE AGAINST ANY EMPLOYEE OR APPLICANT FOR EMPLOYMENT BECAUSE OF ACTUAL OR PERCEIVED: RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX, AGE, MARITAL STATUS, PERSONAL APPEARANCE, SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION, FAMILIA L STATUS, FAMILY RESPONSIBILITIES, MATRICULATION, POLITICAL AFFILIATION, GENETIC INFORMATION, DISABILITY, SOURCE OF INCOME, OR PLACE OF RESIDENCE OR BUSINESS.

\_\_\_\_\_ AGREES TO AFFIRMATIVE ACT ION TO ENSURE THAT APPLICANTS ARE EMPLOYED, AND THAT EMPLOYEES ARE TREATED 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, FAMILIAL STATUS, FAMILY RESPONSIBILITIES, MATRICULATION, POLITICAL AFFILIATION, GENETIC INFORMATION, DISABILITY, SOURCE OF INCOME, OR PLACE OF RESIDENCE OR BUSINESS. THE AFFIRMATIVE ACTION 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 OR COMPENSATION; AND (E) SELECTION FOR TRAINING AND APPRENTICESHIP.

\_\_\_\_\_ AGREES TO POST IN CONSPICUOUS PLACES THE PROVISIONS CONCERNING NON-DISCRIMINATION AND AFFIRMATIVE ACTION.

\_\_\_\_\_ SHALL STATE THAT ALL QUALIFIED APPLICANTS WILL RECEIVE CONSIDERATION FOR EMPLOYMENT PURSUANT TO SUBSECTION 1103.2 THROUGH 1103.10 OF MAYOR'S ORDER 85-85; "EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS IN CONTRACTS."

\_\_\_\_\_ AGREES TO PERMIT ACCESS TO ALL BOOKS PERTAINING TO ITS EMPLOYMENT PRACTICES , AND TO REQUIRE EACH SUBCONTRACTOR TO PERMIT ACCESS TO BOOKS AND RECORDS.

\_\_\_\_\_ AGREES TO COMPLY WITH ALL GUIDELINES FOR EQUAL EMPLOYMENT OPPORTUNITY APPLICABLE IN THE DISTRICT OF COLUMBIA.

\_\_\_\_\_ SHALL INCLUDE IN EVERY SUBCONTRACT THE EQUAL OPPORTUNITY CLAUSES, SUBSECTION 1103.2 THROUGH 1103.10 SO THAT SUCH PROVISIONS SHALL BE BINDING UPON EACH SUBCONTRACTOR OR VENDOR.

\_\_\_\_\_  
AUTHORIZED OFFICIAL AND TITLE

\_\_\_\_\_  
DATE

\_\_\_\_\_  
AUTHORIZED SIGNATURE NAME

\_\_\_\_\_  
FIRM/ORGANIZATION

# CONTRACTOR'S LETTERHEAD

ASSURANCE OF COMPLIANCE WITH EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS MAYOR'S ORDER 85-85, EFFECTIVE JUNE 10, 1985, AND THE RULES IMPLEMENTING MAYORS ORDER 85-85, 33 DCR 4952, (PUBLISHED AUGUST 15, 1986), "ON COMPLIANCE WITH EQUAL OPPORTUNITY REQUIREMENTS IN DISTRICT GOVERNMENT CONTRACTS," 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 AND THE IMPLEMENTING RULES. FAILURE TO COMPLY WITH THE SUBJECT MAYOR'S ORDER AND THE IMPLEMENTING RULES SHALL RESULT IN REJECTION OF THE RESPECTIVE BID/PROPOSAL.

I, \_\_\_\_\_, THE AUTHORIZED REPRESENTATIVE OF \_\_\_\_\_, HEREINAFTER REFERRED TO AS "THE CONTRACTOR," CERTIFY THT THE CONTRATOR IS FULLY AWARE OF ALL OF THE PROVISIONS OF MAYOR'S ORDER 85-85, EFFECTIVE JUNE 10, 1985, AND OF THE RULES IMPLEMENTING MAYOR'S ORDER 85-85, 33 DCR 4952. I FURTHER CERTIFY AND ASSURE THAT THE CONTRACTOR WILL FULLY COMPLY WITH ALL APPLICABLE PROVISIONS OF THE MAYOR'S ORDER AND IMPLEMENTING RULES IF AWARDED THE D.C. GOVERNMENT 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 ORDER AND RULES.

\_\_\_\_\_  
CONTRACTOR

\_\_\_\_\_  
NAME

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
TITLE

\_\_\_\_\_  
CONTRACT NUMBER

\_\_\_\_\_  
DATE

# EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER INFORMATION REPORT

|  |  |  |                          |                      |    |
|--|--|--|--------------------------|----------------------|----|
| GOVERNMENT OF THE DISTRICT OF COLUMBIA<br>DC Office of Contracting and Procurement<br>Employer Information Report (EEO)  | Reply to:<br>Office of Contracting and Procurement<br>441 4th Street, NW, Suite 700 South<br>Washington, DC 20001    Washington, DC 20001  |  |                          |                      |    |
| Instructions:<br>Two (2) copies of DAS 84-404 or Federal Form EEO-1 shall be submitted to the Office of Contracting and Procurement.<br>One copy shall be retained by the Contractor.  |  |  |                          |                      |    |
| 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<br>(1) <input type="checkbox"/> Single-establishment Employer Report   | Multi-establishment Employer:<br>(2) <input type="checkbox"/> Consolidated Report<br>(3) <input type="checkbox"/> Headquarters Report<br>(4) <input type="checkbox"/> Individual Establishment Report (submit one for each establishment with 25 or more employees)<br>(5) <input type="checkbox"/> Special Report |  |                          |                      |    |
| 1. Total number of reports being filed by this Company. _____  |  |  |                          |                      |    |
| Section B – COMPANY IDENTIFICATION (To be answered by all employers) OFFICIAL  |  |  |                          |                      |    |
| OFFICIAL USE ONLY  |  |  |                          |                      |    |
| 1. Name of Company which owns or controls the establishment for which this report is filed   |  |  |                          |                      |    |
| a.   |  |  |                          |                      |    |
| Address (Number and street)  | City 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.   |                          |                      |    |
| Address (Number and street)  | City or Town   | Country  | State                    | Zip Code             | d. |
| b. Employer Identification No.   |  |  |                          |                      |    |
| 3. Parent of affiliated Company  |  | OFFICIAL USE ONLY  |                          |                      |    |
| a. Name of parent or affiliated Company  | b. Employer Identification No.   |  |                          |                      |    |
| Address (Number and street)  | City or Town   | Country  | State                    | Zip Code             |    |
| Section C - ESTABLISHMENT INFORMATION  |  |  |                          |                      |    |
| 1. Is the location of the establishment the same as that reported last year?   |  | 2. Is the major business activity at this establishment the same as that reported last year? |                          | OFFICIAL USE ONLY    |    |
| Yes  | No   | Did not report last year   | Report on combined basis | Yes                  | No |
| basis  |  | No report last year  |                          | Reported on combined |    |
| 2. 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. |  |  |                          |                      | e. |
| 3. MINORITY GROUP MEMBERS: Indicate if you are a minority business enterprise (50% owned or 51% controlled by minority members).   |  |  |                          |                      |    |
| Yes  |  | No   |                          |                      |    |

**SECTION D – EMPLOYMENT DATA**

Employment at this establishment – Report all permanent, temporary, or part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zero. *In columns 1, 2, and 3, include ALL employees in the establishment Including those in minority groups*

| JOB CATEGORIES  | TOTAL EMPLOYEES IN ESTABLISHMENT         |                                     |                                       | MINORITY GROUP EMPLOYEES |           |   |              |                  |           |                      |               |      |
|---|--|-------------------------------------|---------------------------------------|--------------------------|-----------|---|--------------|------------------|-----------|----------------------|---------------|------|
|   | Total Employees Including Minorities (1) | Total Male Including Minorities (2) | Total Female Including Minorities (3) | MALE                     |           |   |              | FEMALE           |           |                      |               |      |
|   |  |                                     |                                       | Black (4)                | Asian (5) | American Indian (6)   | Hispanic (7) | Black (8)        | Asian (9) | American Indian (10) | Hispanic (11) |      |
| Officials and Managers  |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Professionals   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Technicians   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Sales Workers   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Office and Clerical   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Craftsman (Skilled)   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Operative (Semi-Skilled)  |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Laborers (Unskilled)  |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Service Workers   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| TOTAL   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Total employ reported in previous report  |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| (The trainee below should also be included in the figures for the appropriate occupation categories above)  |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Formal On-The-Job Trainee   | White collar                             | (1)                                 | (2)                                   | (3)                      | (4)       | (5)   | (6)          | (7)              | (8)       | (9)                  | (10)          | (11) |
|   | Production                               |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| 1. How was information as to race or ethnic group in Section D obtained?<br>a. Visual Survey                      c. Other Specify _____<br>b. Employment Record _____  |  |                                     |                                       |                          |           | 2. Dates of payroll period used _____<br>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. |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Section F - CERTIFICATION   |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Check 1. > All reports are accurate and were prepared in accordance with the instructions (check on consolidated only)<br>One 2. > This report is accurate and was prepared in accordance with the instructions.          |  |                                     |                                       |                          |           |   |              |                  |           |                      |               |      |
| Name of Authorized Official   |  |                                     | Title                                 |                          |           | Signature   |              |                  | Date      |                      |               |      |
| Name of person contact regarding This report (Type of print)  |  |                                     | Address (Number and street)           |                          |           |   |              |                  |           |                      |               |      |
| Title   |  |                                     | City and State                        |                          |           | Zip Code  |              | Telephone Number |           | Extension            |               |      |

INFORMATION CITED HEREIN SHALL BE HELD IN CONFIDENCE.



SOLICITATION NO: \_\_\_\_\_

**PROJECTED GOALS AND TIMETABLES FOR FUTURE HIRING**

| MINORITY GROUP EMPLOYEES GOALS   |       |       |                 |          | TIMETABLES |               |                 |          |  |
|--|-------|-------|-----------------|----------|------------|---------------|-----------------|----------|--|
| JOB CATEGORIES   | MALE  |       |                 |          | FEMALE     |               |                 |          |  |
|  | Black | Asian | American Indian | Hispanic | Black      | Asian         | American Indian | Hispanic |  |
| Officials and Managers   |       |       |                 |          |            |               |                 |          |  |
| Professionals  |       |       |                 |          |            |               |                 |          |  |
| Technicians  |       |       |                 |          |            |               |                 |          |  |
| Sales Workers  |       |       |                 |          |            |               |                 |          |  |
| Office and Clerical  |       |       |                 |          |            |               |                 |          |  |
| Craftsman (Skilled)  |       |       |                 |          |            |               |                 |          |  |
| Operative (Semi-Skilled)   |       |       |                 |          |            |               |                 |          |  |
| Laborers (Unskilled)   |       |       |                 |          |            |               |                 |          |  |
| Service Workers  |       |       |                 |          |            |               |                 |          |  |
| TOTAL  |       |       |                 |          |            |               |                 |          |  |
| NAME OF AUTHORIZED OFFICIAL:   |       |       |                 | TITLE:   |            |               | SIGNATURE:      |          |  |
| FIRM NAME:   |       |       |                 |          |            | TELEPHONE NO: |                 | DATE:    |  |
| <p>INDICATE IF THE PRIME UTILIZES A "MINORITY FINANCIAL INSTITUTION"</p> <p>_____ Yes    _____ No</p> <p>NAME:</p> <p>ADDRESS:</p> <p>TYPE OF ACCOUNT/S:</p> |       |       |                 |          |            |               |                 |          |  |