

**Non-Discrimination Resolution:
CLMD Contract/Procurement Summary of Changes**

CONSTRUCTION SOLICITATION/CONTRACT CHANGES:

1. Section 00100, Instructions to Bidders, Item 12 – The following language has been added:

Upon contract award, the selected Bidder must submit either their existing or an updated personnel policy (on letterhead) documenting conformity with City Code, Chapter 5-4, § 5-4-2. If the company does not submit a copy of their personnel policy incorporating the non-discrimination policy, the company will not be in compliance and will not receive a contract award.

2. Section 0630, Non-Discrimination Certificate

- Revised language to parallel the Non-discrimination Resolution
- Added check-boxes for vendor to either state that they have a policy that conforms to City ordinance OR that they will adopt the City's Non-Discrimination Policy
- Inclusion of the City's Non-Discrimination Policy language
- Requirement that the policy be provided upon contract award

PROFESSIONAL SERVICES AGREEMENT CHANGES:

1. RFQ Documents, FORM B, Prime Firm's EEO Program

- Revised language to parallel the Non-discrimination Resolution
- Added check-boxes for vendor to either state that they have a policy that conforms to City ordinance OR that they will adopt the City's Non-Discrimination Policy
- Inclusion of the City's Non-Discrimination Policy language
- Requirement that the policy be provided upon contract award and prior to contract execution
- Language indicating that if policy is not provided, City will exercise its option to cease negotiations with the firm

2. Professional Services Agreement (Standard contract form) – Section 1.1.12 has been added, which states the following:

1.1.12 The CONSULTANT shall prohibit discrimination in employment based upon race, creed, color, religion, national origin, sexual orientation, gender identity, disability, veteran status, sex or age, in compliance with Chapter 5-4-2, Austin City Code. A copy of the CONSULTANT's non-discrimination policy has been provided prior to execution of this AGREEMENT.