



**CITY OF AUSTIN
EQUAL EMPLOYMENT/FAIR HOUSING OFFICE
NON-DISCRIMINATION CERTIFICATION**

I hereby certify that our firm conforms to the 2005 City of Austin Code; Chapter 5-4 as reiterated below:

**Chapter 5-4: Discrimination in Employment by City Contractor.
Section 5-4-2 Requirements Contractors:**

- B**
- (1) Not to engage in any discriminatory employment practice defined by this Chapter;**
 - (2) To take affirmative action to ensure that applicants are employed, and that employees are treated during employment without discrimination being practiced against them as defined in this chapter, including affirmative action relative to employment, promotion, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, and selection for training or any other terms, conditions or privileges of employment.**
 - (3) To post in conspicuous places, available to the employees and applicants for employment, notices to be provided by the Equal Employment/Fair Housing Office setting forth the provisions of this Chapter.**
 - (4) To state in all solicitations or advertisements for employees placed by or on behalf of the contractor, that all qualified applicants will receive consideration for employment without regard to race, creed, color, religion, national origin, sexual orientation, gender identity, disability, sex or age.**

- (5) To obtain a written statement from any labor union or labor organization furnishing labor or service to the contractors in which the union or organization has agreed not to engage in any discriminatory employment practices as defined in this chapter and to take affirmative action to implement the policies and provisions of this chapter.**

- (6) To cooperate fully with the City and the Equal Employment/Fair Housing Office in connection with any investigation or conciliation effort of the Equal Employment/Fair Housing Office to ensure that the purpose of the provisions against discriminatory employment practice is being carried out; and.**

- (7) To require of all subcontractors having 15 or more employees who hold any subcontract providing for the expenditure of \$2,000 or more in connection with any contract with the City subject to the terms of this Chapter that they not engage in any discriminatory employment practice as defined in this chapter.**

Dated this _____ day of _____, 20_____

Company Name_____

Signature_____ Printed Name_____

Title_____