



**THE CITY OF EAST PROVIDENCE RI  
EQUAL EMPLOYMENT OPPORTUNITY  
CERTIFICATE OF COMPLIANCE**

The undersigned contractor agrees and certifies that is in compliance with applicable requirements of Federal Executive Order #11246 as amended, State of Rhode Island General Law 28-5.10, and other regulations as issued by the Rhode Island Department of Administration, as set forth below, or will take steps to comply with such requirements prior to acceptance of any contract from the City of East Providence, Rhode Island.

- A. The contractor will not discriminate against any employee or applicant for employment because of race, age, handicap, color, religion, sex, national origin or veteran status. The contractor will take affirmative action to ensure that applicants for employment and employees are treated equitably, without regard to their race, color, religion, sex, pregnancy, sexual orientation, gender information, gender identity, expressions, age (40 or older), national origin, veteran status, disability, or any other basis protected by State and Federal Law.
- B. The Contractor, in all solicitations or advertisements for employees, placed by or on behalf of the contractor, shall state that all qualified applicants will receive consideration for employment without regard to their race, color, religion, sex, pregnancy, sexual orientation, gender information, gender identity, expressions, age (40 or older), national origin, veteran status, disability, or any other basis protected by State and Federal Law.
- C. The contractor agrees to obtain Compliance Certifications from proposed subcontractors prior to the award of subcontractors exceeding \$10,000.

**NOTICE TO ALL CONTRACTORS**

If it should be determined by the City of East Providence Affirmative Action / EEO Officer that any contractor doing business with the City of East Providence is guilty of non-compliance with the provisions of this document, said contractor will be given two written warnings. If the said contractor does not comply immediately after the second written notice, then the City of East Providence Affirmative Action / EEO Officer will notify the Mayor of East Providence who shall have the authority to have the contract revoked and all contractual obligations of the City dealing with the contract in question will be null and void.

Signature required prior to award to successful bidder. Failure shall be cause for rejections of bid.

BIDDING FIRM: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

PRINT NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

**CERTIFICATION OF NONSEGREGATED FACILITIES**

By the Submission of this bid, the bidder, offeror, applicant or subcontractor certifies that she/he does maintain or provide for his/her employees any segregated facility at any of his/her establishments and that she/he does not permit employees to perform their services at any location, under his/her control, where segregated facilities are maintained. She/he certifies further that she/he will not maintain or provide for employees any segregated facilities at any of his/her control, where segregated facilities are maintained. The bidder, offeror, applicant or subcontractor agrees that a breach of this certification is a violation of the Equal Employment Clause of this contract. As used in the certification, the term “segregated facilities” means any waiting rooms, work areas, rest rooms and wash rooms, restaurants and other eating areas, time clocks, locker rooms, and other storage or dressing areas, transportation, (parking lots, drinking fountains, recreation or entertainment areas) and housing facilities provided for employees which are segregated upon the basis of race, color, religion, sex, pregnancy, sexual orientation, gender information, gender identity, expressions, age (40 or older), national origin, veteran status, disability, or any other basis protected by State and Federal Law or are in fact segregated on the basis of race, color, religion or otherwise. She/he further agrees that (except where proposed subcontractors have obtained identical certifications from proposed subcontractors prior to the award of subcontracts exceeding \$10,000.00 which are not exempt from the provisions of the Equal Opportunity Clause; and that she/he will retain such certifications in his/her files; and that she/he will forward the following notice to such proposed subcontractors (except where proposed subcontractors have submitted identical certifications for specific time periods).

**NOTICE TO PROSPECTIVE SUBCONTRACTORS OR REQUIREMENTS  
FOR CERTIFICATIONS OF NONSEGREGATED FACILITIES**

A certification of Nonsegregated Facilities must be submitted prior to the award of a subcontract exceeding \$10,000.00 which is not exempt from the provisions of the Equal Opportunity Clause. The certification may be submitted either for each subcontractor or for all subcontracts during a period (i.e. quarterly, semi -annually, or annually.)

BIDDING FIRM: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

PRINT NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_