

SPECIAL PROVISION

NOTE: This special provision is generally written in the imperative mood. The subject, "the *Contractor*" is implied. Also implied in this language are "shall", "shall be", or similar words and phrases. The word "will" generally pertains to decisions or actions of Sedgwick County Public Works.

NON-DISCRIMINATION PROVISIONS

CONTRACTOR agrees to comply with the following provisions during his performance under these specifications.

- A. CONTRACTOR shall observe the provisions of the Kansas Act against discrimination and shall not discriminate against any person in the performance of work under the present agreement because of race, religion, color, sex, physical handicap unrelated to such persons ability to engage in the particular work, national origin or ancestry.
- B. In all solicitations or advertisements for employees, CONTRACTOR shall include the phrase "equal opportunity employer" or a similar phrase to be approved by the Kansas Commission on Civil Rights.
- C. If CONTRACTOR fails to comply with the manner in which CONTRACTOR reports to the Kansas Commission on Civil Rights in accordance with the provisions of K.S.A. 44-1031, CONTRACTOR shall be deemed to have breached the present contract and it may be cancelled, terminated, or suspended in whole or in part, by the County.
- D. If CONTRACTOR is found guilty of a violation of the Kansas Acts against discrimination under a decision or order of the Kansas Commission of Civil Rights which has become final, CONTRACTOR shall be deemed to have breached the present agreement and it may be cancelled, terminated, or suspended, in whole or in part, by the County.
- E. CONTRACTOR shall include the provisions of the above paragraphs (A) through (D), inclusively, in every subcontract or purchase order so that such provisions will be binding upon such subcontractor or vendor.
- F. The provisions of K.S.A. 44-1030, and of this section, shall not apply to the CONTRACTOR if he has already complied with the provisions of such sections by reason of compliance requirements specified by the federal government, due to the involvement of federal funds, as set out elsewhere in these specifications.

