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Village of Wellington Policy Manual

Title: Non-Discrimination in City Contracting

Effective Date: July 15<sup>th</sup>, 2014

Policy #: 2014-10

Approved by: Tanya Quickel, Asst. Village Manager

Signature: 

**Purpose**

The Village of Wellington seeks to promote equal employment opportunities in its contracting for goods and services. In order to attain this goal, the Village of Wellington requires the following non-discrimination policy be adopted and adhered to by all vendors of the Village of Wellington.

**Policy**

NONDISCRIMINATION EQUAL EMPLOYMENT  
OPPORTUNITY AND AMERICANS WITH DISABILITIES ACT

CONTRACTOR shall not unlawfully discriminate against any person in its operation and activities or in its use or expenditure of funds in fulfilling its obligations under this Agreement. CONTRACTOR shall affirmatively comply with all applicable provisions of the Americans with Disabilities Act (ADA) in the course of providing any services funded by this Agreement, including Titles I and II of the ADA (regarding nondiscrimination on the basis of disability), and all applicable regulations, guidelines, and standards. In addition, CONTRACTOR shall take affirmative steps to ensure nondiscrimination in employment against disabled persons. Such actions shall include, but not be limited to, the following: employment, upgrading, demotion, transfer, recruitment or recruiting advertising, layoff, termination, rates of pay, other forms of compensation, terms and conditions of employment, training (including apprenticeship) and accessibility.

CONTRACTOR's decisions regarding the delivery of services under this Agreement shall be made without regard to or consideration of race, age, religion, color, gender, sexual orientation, gender identity, gender expression, national origin, marital status, physical or mental disability, political affiliation, or any other factor which cannot be lawfully used as a basis for service delivery.

**Scope**

Formal solicitations by the Village of Wellington (Invitations to Bid, Requests for Proposal, etc.) and all contracts with the Village of Wellington are to include the policy language stated above. The Village of Wellington will attempt to include the content of this revised policy in contract renewals and extensions, where it was not included in the original contract.