

**SPECIAL CONDITION
EQUAL OPPORTUNITY CLAUSE**

Contractor's Agreement

During the performance of this contract, the contractor agrees as follows:

1. The contractor will not discriminate against any employee or applicant for employment because of race, creed, religion, sex, national origin or ancestry, age, sexual orientation, marital status, gender identity or expression, familial status, physical or mental disability, or political beliefs and affiliations. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, religion, sex, national origin or ancestry, age, marital status, gender identity or expression, familial status, physical or mental disability, or political beliefs and affiliations. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post it in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this non-discrimination clause.
2. The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, creed, religion, sex, national origin or ancestry, age, sexual orientation, gender identity or expression, familial status, marital status, gender identity or expression, physical or mental disability, or political beliefs and affiliations.
3. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice advising the labor union or worker's representative of the contractor's commitments under the Davenport Affirmative Action Plan, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
4. The contractor will comply with all provisions of the Davenport Affirmative Action Plan and procedures developed by the City.