

ROAD COMMISSION FOR OAKLAND COUNTY

SPECIAL PROVISION  
FOR  
**NON-DISCRIMINATION CLAUSE**

RCOC/DESIGN:JO

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RCOC20SP107EL  
ORG:04-27-21

**a. Description**

The Contractor specifically agrees that it will comply with any and all applicable State, Federal, and Local statutes, ordinances, and regulations, and with RCOC regulations during performance of the services and will require compliance of all subcontractors and sub-consultants.

Additionally, the Contractor shall comply with the following:

In accordance with Michigan 1976 PA 453, the Contractor hereto agrees not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions or privileges of employment, because of race, color, religion, national origin, age, sex, height, weight or marital status. Further, in accordance with Michigan 1976 PA No. 220, as amended, the parties hereby agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions or privileges of employment, or a matter directly or indirectly related to employment, because of a disability that is unrelated to the individual's ability to perform the duties of a particular job or position.

The Contractor further agrees that it will require all sub-consultants and sub-contractors for this PROJECT comply with this provision.

The RCOC, in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 USC 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Federally-assisted programs of the Department of Transportation issued pursuant to such Act, hereby notifies all bidders that it will affirmatively insure that in any contract entered into pursuant to this advertisement, minority business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of gender, disability, race, color, or national origin in consideration for an award.

Any costs associated with the above work will not be paid for separately but is considered included in the costs for other pay items in the contract.