



[City of Bridgeport](#)
[999 Broad Street](#)
[Bridgeport, CT 06604](#)
(203) 576-7755

EQUAL OPPORTUNITY POLICY STATEMENT

Project Name:

Bid Number:

General Contractor:

Contract Amount:

Date of Award:

The City of Bridgeport requires that all contractors engaged in the construction, demolition, renovation or rehabilitation of City projects shall take affirmative action to provide equal opportunity for employment.

The general contractor agrees that it shall not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religion, creed, age, marital status, national origin, ancestry, sex, gender, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States, the State of Connecticut and the City of Bridgeport. Further, the general contractor agrees that it shall not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.

No contract shall be awarded to any contractor until the City is satisfied with the general contractor's Equal Employment Opportunity policies and practices.

No general contractor shall be permitted on the Project site until the necessary pre-construction compliance information has been submitted and reviewed.

During the performance of any contract, the undersigned general contractor further agrees:

1. The General contractor represents that its policy and practice is to ensure that no person will be discriminated against, or be denied the benefit of any activity, program or employment process, in areas including but not limited to recruiting, advertising, hiring, promotion, transfer, demotion, layoff, termination, rehiring, employment, rates of pay and/or other compensation or any other terms and conditions of employment on the basis of race, color, religion, creed, age, marital status, national origin, ancestry, sex, gender, gender identity or expression, sexual orientation, intellectual disability, mental disability or physical disability including, but not limited to, blindness, unless such disability, even with reasonable accommodation, prevents performance of the work involved.
2. The general contractor agrees to adopt and use such appropriate and applicable prevailing wage rate determinations and labor standards requirements as they become applicable by the Connecticut Department of Labor and/or the Secretary of Labor of the United States under the provisions of the Davis-Bacon Act and related Acts, as amended.
3. The general contractor agrees that, on HUD-assisted projects, it will abide by Section 3 of the HUD Act of 1968, as amended, and shall include provisions for compliance with respect to employment and other economic opportunities to low-income persons within the City of Bridgeport.
4. The general contractor shall keep, maintain, and provide access for a minimum of three (3) years to records relating to the wages and hours worked by each employee and a schedule of the occupation or work classification at which each mechanic, laborer or worker on the Project is employed during each work day and week in such manner and form as the City of Bridgeport, State and federal labor departments establish, to assure the proper payment due to such employees or employee welfare funds as prescribed by law.
5. The general contractor shall keep and maintain weekly payroll reports including the appropriate State and/or federal statement of compliance signed by a company official and shall provide certified monthly employment utilization reports that demonstrate actual performance among minorities, women, apprentices and other targeted workforce members as may be required by the City of Bridgeport, State or federal law or funding sources. The timely submission of complete and accurate payroll reports shall be a pre-condition for payment of invoices.

The undersigned understands that failure to adhere to these responsibilities may result in the City of Bridgeport exercising its right to (a) withhold payment until the undersigned's EEO compliance obligations are met; (b) cancel the contract; (c) refuse of award future bids on the grounds that the undersigned is a non-responsible contractor; (d) recover specified monetary penalties as provided in the contract; and/or (e) seek debarment of the undersigned.

I hereby agree and accept these terms and conditions for accepting a contract award.

Company Name_____

By:_____

Name:

Title:

Date:_____