

NONDISCRIMINATORY EMPLOYMENT BY CONTRACTORS

In conformity with the requirements of K.S.A. 44-1030, every contract entered into by Unified School District No. 501, Shawnee County, state of Kansas, with a contractor employing four or more employees, who contracts with the district during the fiscal year for the construction, alteration, or repair of any public school building or public work or for the acquisition of materials, equipment, supplies, or services shall contain provisions by which the contractor agrees that:

- (a) The 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 contract because of race, religion, color, gender, handicaps unrelated to such person's ability to engage in the particular work, national origin, or ancestry;**
- (b) In all solicitations or advertisements for employees, the contractor shall include the phrase, "equal opportunity employer," or a similar phrase to be approved by the Kansas Commission on Civil Rights;**
- (c) If the contractor fails to comply with the manner in which the contractor reports to the Kansas Commission on Civil Rights in accordance with the provisions of K.S.A. 44-1031, the 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 district;**
- (d) If the contractor is found guilty of a violation of the Kansas act against discrimination under a decision or order of the Kansas Commission on Civil Rights which has become final, the 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 district;**
- (e) The contractor shall include the provisions of subsections (a) through (d) in every subcontract or purchase order so that such provisions will be binding upon such subcontractor or vendor.**

Every architect employed by the school district to prepare plans and specifications for the work described above is instructed to include in said specifications the terms and conditions as set forth above, which shall be a part of the contract documents; and every contract with vendors who contract to supply the school district with materials, equipment, supplies, or services shall include the terms and conditions set forth above.