

RESOLUTION NO. 3668

A RESOLUTION of the Port Commission of the Port of Seattle repealing Resolution No. 3166 and restating Port policy relating to Discrimination and Equal Employment by Port of Seattle Contractors, Subcontractors, Consultants and Suppliers and Establishing Policies, Procedures and Requirements for Compliance Therewith.

WHEREAS, the Port of Seattle Commission adopted Resolution No. 3166 on July 26, 1994, wherein a policy of commitment to Employment Opportunity and Affirmative Action was incorporated and adopted in the exhibit thereto; and

WHEREAS, changes to Resolution No. 3166 are required to comply with current state law and facilitate administration and clarify Port requirements to contractors, subcontractors, consultants and suppliers doing business with the Port;

NOW THEREFORE, BE IT RESOLVED by the Port Commission of the Port of Seattle that Resolution No. 3166 is repealed; and

BE IT FURTHER RESOLVED that the following statement of policy, procedure and requirement is adopted by the Port Commission for the purpose of establishing uniformity and standardization and confirming compliance with respect to non-discrimination and equal employment opportunity by contractors, subcontractors, consultants and suppliers bidding and being awarded contracts for work projects of the Port of Seattle.

NON-DISCRIMINATION.

It is the basic policy of the Port of Seattle to provide equal opportunity to the users of all Port services and facilities and all contracting entities. Specifically, the Port will not tolerate discrimination against any persons on grounds of age, race, color, national origin/ancestry, ethnicity, religion, disability, Family Medical Leave Act (FMLA) use, pregnancy, sex/gender, sexual orientation, whistleblower status, military affiliation, marital status, workers' compensation use, transgender status, political beliefs, or any other protected status, as guaranteed by local, state and federal laws. The equal opportunity principles described in this policy shall apply to the Port's employees, customers, consultants, contractors, subcontractors and suppliers to the extent possible as required by law.

## CONTRACT REQUIREMENTS.

The Port's policy as stated above requiring non-discrimination and equal opportunity in employment in contractor, subcontractor, consultants and suppliers employment shall be included in all Port contracts. Submission of a properly executed contract constitutes a contractual commitment to the terms of this Resolution.

## EQUAL OPPORTUNITY GOALS.

Contractors, subcontractors, consultants and suppliers are encouraged to create a workplace that reflects the diverse communities in which we live and work and to ensure non-discrimination and equal opportunity in employment through application of the following guidelines:

Recruiting. Recruitment efforts, both oral and written, will ensure non-discrimination and equal opportunity in application and hiring practices, policies and procedures. Designate an official to monitor employment related activity to ensure non-discrimination and equal employment opportunities.

Self-Assessment. Review employment policies and procedures, including review of hiring and training practices and policies, performance evaluations, seniority policies and practices, job classifications and job assignments, to assure that they provide for non-discrimination and equal employment opportunities.

Notice of Union Non-cooperation. Provide immediate written notification to the Port when the organization has a collective bargaining agreement with any union that may impede efforts to comply with this Resolution.

Training. Develop on-the-job training opportunities and/or participate in training programs which include non-discrimination and equal opportunity in employment.

Any violation of this Resolution shall be deemed a breach of a material provision of the contract between the Port and the contractor, subcontractor, consultant or supplier. Such breach shall be grounds for cancellation, termination, or suspension, in whole or in part, of the contract by the Port.

ADOPTED by the Port Commission of the Port of Seattle this \_\_\_\_\_ day of \_\_\_\_\_, 2012, and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the seal of the Commission duly affixed.

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PORT COMMISSION

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