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## CITY OF BELLEVUE, WASHINGTON

ORDINANCE NO. 3328

AN ORDINANCE specifying equal opportunity requirements for contractual service providers to the City; repealing Section 13 of Ordinance No. 2284 and Bellevue City Code 4.28.142; and adding new section 4.28.143.

WHEREAS, the City of Bellevue is committed to a program of equal employment opportunity regardless of race, color, creed, sex, age, nationality or disability; and

WHEREAS, as a natural adjunct of this program, all contractors, subcontractors, consultants, vendors, or suppliers of the City are required to ensure equal employment and nondiscrimination in all personnel actions including recruitment, selection, promotions, subcontracting, etc.; and

WHEREAS, all contractors, subcontractors, consultants, vendors and suppliers who have contracts with the City of Bellevue amounting to \$10,000 or more within any given year should be required to take affirmative action; now, therefore,

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. Section 13 of Ordinance No. 2284 and Bellevue City Code 4.28.142 is hereby repealed.

Section 2. A new section 4.28.143 is hereby added to Bellevue City Code Chapter 4.28 to read as follows:

4.28.143 Equal opportunity requirements for contractual service providers.

All contractors, subcontractors, consultants, vendors and suppliers who contract with the City of Bellevue in a total amount of \$10,000 or more within any given year are required to take affirmative action and comply with the following requirements of this section. There shall be included in any contract between such contractual services provider and the City of Bellevue the following provisions:

"1. Contractor shall make specific and constant recruitment efforts with minority and women's organizations, schools, and training institutions. This shall be done by notifying relevant minority and women's organizations.

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2. Contractor shall seek out eligible minority and women contractors to receive subcontract awards. Appropriate minority and women contractors shall be notified in writing of any bids advertised for subcontract work.
3. Contractor shall provide a written statement to all new employees and subcontractors indicating commitment as an equal opportunity employer and the steps taken to ensure equal treatment of all persons.
4. Contractor shall actively consider for promotion and advancement available minorities and women.
5. Contractor is encouraged to make specific efforts to encourage present minority and women employees to help recruit qualified members of protected groups.
6. Contractor is encouraged to provide traditional and nontraditional employment opportunities to female and minority youth through after school and summer employment.
7. Contractor is encouraged to assist in developing the skills of minorities and women by providing or sponsoring training programs.

Willful disregard of the City's nondiscrimination and affirmative action requirements shall be considered breach of contract and suspension or termination of all or part of the contract may follow."

All contractors, subcontractors, vendors, consultants or suppliers of the City required to take affirmative action must sign the "Affidavit of Compliance" and submit with the contractor agreement. All documents related to compliance steps listed above shall be presented upon the request of the Purchasing Manager who shall serve as Contract Compliance Officer for the City.

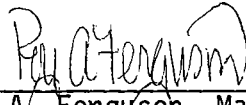
Section 3. This ordinance shall take effect and be in force thirty

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days after final passage by the Council.

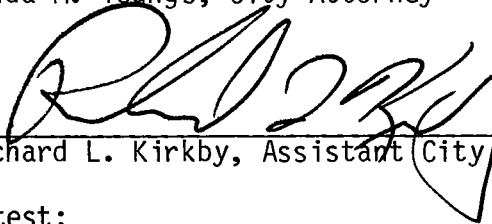
PASSED by the City Council this 12<sup>th</sup> day of Dec, 1983, and signed in authentication of its passage this 12<sup>th</sup> day of Dec, 1983.

(SEAL)

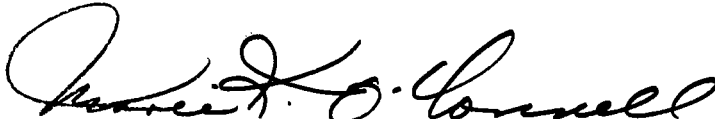
  
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Roy A. Ferguson, Mayor

Approved as to form:

Linda M. Youngs, City Attorney

  
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Richard L. Kirkby, Assistant City Attorney

Attest:

  
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Marie K. O'Connell, City Clerk

Published December 17, 1983