

**For all Vendors, Suppliers, Contractors, and Consultants doing business with the City of Palm Springs, pursuant to the adoption of Ordinance No. 1896 on August 3, 2016, please take note of the following:**

**Non-Discrimination Certification:**

- a) Vendors, Suppliers, Contractors and Consultants certify and represent that, during the performance of their Agreements with the City of Palm Springs, CA that they and any other parties with whom they may contract shall adhere to the City's non-discrimination and equal benefits as provided pursuant to Ordinance No. 1896 in the Palm Springs Municipal Code Section 7.09.040 to assure that applicants and employees are treated equally and are not discriminated against because of their actual or perceived race, color, religion, ancestry, national origin, disability, medical condition, marital status, domestic partner status, sex, gender, gender identity, gender expression, or sexual orientation. Vendors, Suppliers, Contractors and Consultants further certify that they will not maintain any segregated facilities.
- b) Vendors, Suppliers, Contractors and Consultants shall, in all solicitations or advertisements for applicants for employment placed by or on behalf of their Agreements with the City of Palm Springs state that it is an "equal opportunity employer" or that all qualified applicants will receive consideration for employment without regard to their actual or perceived race, color, religion, ancestry, national origin, disability, medical condition, marital status, domestic partner status, sex, gender, gender identity, gender expression, or sexual orientation.
- c) Vendors, Suppliers, Contractors and Consultants shall certify that they have not, in the performance of their Agreements with the City of Palm Springs, discriminated against applicants or employees because of their actual or perceived race, color, religion, ancestry, national origin, disability, medical condition, marital status, domestic partner status, sex, gender, gender identity, gender expression, or sexual orientation.
- d) If requested to do so by the Contract Administrator for the City, Vendors, Suppliers, Contractors and Consultants shall provide the City with access to copies of all of their records pertaining or relating to their employment practices, except to the extent such records or portions of such records are confidential or privileged under state or federal law.
- e) Vendors, Suppliers, Contractors and Consultants agree to recruit Coachella Valley residents initially and to give them preference, if all other factors are equal, for any new positions which result from the performance of their Agreements with the City of Palm Springs and which are performed within the city. The Contract Officer may agree to modify requirement where it is in conflict with federal or state laws or regulations.
- f) Nothing contained in the City's Agreements shall be construed in any manner so as to require or permit any act which is prohibited by law.