



Policy: 6.15

SUBJECT: **CONTRACTOR'S FAIR EMPLOYMENT CLAUSE**

Policy 7.13 (2001)
September 8, 2008

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Approved by:

Detroit Board of Education

1.0 Policy

In addition to the following guidelines, the Chief Procurement Officer may develop other regulations and procedures relating to contractors maintaining fair employment practices, which effectuate the provisions of this policy as well as federal, state, and/or local laws and regulations.

As a condition of doing business with a Detroit Public School or the District, all contractors, subcontractors, and vendors must certify that their firm's employment practices comply with the District's equal employment opportunity requirements, or that their practices will be brought into compliance. Such compliance will be monitored by the District's Equal Employment Opportunity (EEO) department. The Equal Opportunity Department may develop appropriate regulations that conform to this policy and applicable law.

1.1 Fair Employment Practices Agreement

Companies and individuals wishing to transact business with the District or its schools shall secure, complete, and file a Fair Employment Practices Agreement, and supporting documents as noted on the form.

1.2 Evaluation of Agreement

The District's EEO department will evaluate the agreements and documents submitted. The EEO department will recommend status, which may be "approved", "conditional", "limited", "special clearance", or "preferred", in accordance with criteria approved by the General Superintendent/designee.

1.3 Conditional Clearance

Any firm given a conditional clearance will be expected to reach full compliance in four (4) years, or four (4) consecutive conditional clearances for awards, whichever comes first.

1.4 Limited Clearance

A limited clearance will apply only in emergencies, and if the firm is the only qualified source. Such clearances are granted for single orders only.

1.5 Special Clearance

Special clearances will be granted in instances where the vendor/contractor has no employees, but is self-employed.

1.6 Preferred Status

Preferred status will be conferred upon a Detroit-based firm that meets all compliance criteria. In addition, a preferred firm must provide technical assistance, disseminate career information, and provide employment and/or training to Detroit public high school students and/or graduates on a full-time or part-time basis.

Attachments to Policy 6.15: None

Legal References: None

Labor Contract References: None