Requirements for Nondiscrimination

Contractual Requirements

Item numbers 1 through 9 of Section 1-07.11(2) are renumbered to 2 through 10, respectively.

The following is inserted before item number 2 of Section 1-07.11(2):

(\*\*\*\*\*\*)

1. The Contractor shall maintain a Work site that is free of harassment, humiliation, fear, hostility and intimidation at all times. Behaviors that violate this requirement include but are not limited to:

a. Persistent conduct that is offensive and unwelcome.

b. Conduct that is considered to be hazing.

c. Jokes about race, gender, or sexuality that are offensive.

d. Unwelcome, unwanted, rude or offensive conduct or advances of a sexual nature which interferes with a person’s ability to perform their job or creates an intimidating, hostile, or offensive work environment.

e. Language or conduct that is offensive, threatening, intimidating or hostile based on race, gender, or sexual orientation.

f. Repeating rumors about individuals in the Work Site that are considered to be harassing or harmful to the individual’s reputation.

Sanctions

Section 1-07.11(5) is supplemented with the following:

(\*\*\*\*\*\*)

Immediately upon the Engineer’s request, the Contractor shall remove from the Work site any employee engaging in behaviors that promote harassment, humiliation, fear or intimidation including but not limited to those described in these specifications.

Incorporation of Provisions

The first sentence of Section 1-07.11(6) is revised to read:

(\*\*\*\*\*\*)

The Contractor shall include the provisions of Section 1-07.11(2) Contractual Requirements (1) through (5) and the Section 1-07.11(5) Sanctions in every subcontract including procurement of materials and leases of equipment.