

OFFICE OF EQUAL OPPORTUNITY

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Notification of Equal Employment Opportunity and Anti-Discrimination Obligations

Applicability: Vendors, Contractors, Subcontractors, Subrecipients, and Suppliers

The **University of Rhode Island** is an equal opportunity employer and federal contractor or subcontractor, and further notifies said **Vendor/Contractor/Subcontractor/Subrecipient/Supplier** that, as an entity supplying goods and/or services to the **University of Rhode Island**, your organization may be subject to, and required to take action pursuant to the laws and regulations listed below. As such, the parties agree that, as applicable, they will abide by the requirements of:

- 42 USC §2000d et seq. (Title VI of the Civil Rights Act of 1964)
- 42 USC § 2000e et seq. (Title VII of the Civil Rights Act of 1964)
- 41 CFR 60-300.5(a) (The Vietnam Era Veterans' Readjustment Assistance Act of 1974)
- 41 CFR 60-741.5(a) (Section 503 of the Rehabilitation Act of 1973)
- 28 CFR Part 35 (Title II of the Americans with Disabilities Act of 1990)
- 42 USC secs. 6101-6107 (Age Discrimination Act of 1975)
- 29 USC §§ 621-634 (Age Discrimination in Employment Act (ADEA) of 1967)
- 20 USC § 1681 et seq. (Title IX of the Education Amendments of 1972)

Each covered prime **Vendor, Contractor, Subcontractor, Subrecipient, and Supplier** is required to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin (including language), protected veteran status, or disability. The parties also agree that, as applicable, they will abide by the requirements of Executive Order 13496 (29 CFR Part 471, Appendix A to Subpart A), relating to the notice of employee rights under federal labor laws.

The equal employment opportunity clauses within each of the above laws and regulations, as applicable, are included by reference in all University contracts.

Dorca P. Smalley

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Director, Office of Equal Opportunity