

EQUAL EMPLOYMENT OPPORTUNITY

OHIO FAIR EMPLOYMENT PRACTICES LAW

Secs. 4112.01 to 4112.08 and 4112.99

Ohio Revised Code

Employees of four or more persons, including the State or any political or civil subdivision thereof; Labor organizations;

Employment agencies operating with or without compensation for services;

All employees, labor organizations or joint labor-management committees controlling apprentice training programs;

Any person who obstructs or hinders compliance with this act.

Principal Unlawful Employment Practices

It is unlawful because of race, color, religion, national or ethnic origin, age, handicap, or Vietnam military service, or ancestry.

For employees to deny equal opportunity with respect to hire, tenure, terms, conditions or privileges of employment

For Labor organizations to deny admission, limit, or classify their membership.

For employment agencies to refuse or fail to accept, register, classify properly, or refer for employment.

Prior to employment or admission to union membership, to request any information or keep records, print or publish notices or advertisements which indicate a person's race, color, religion, national or ethnic origin, age, handicap, or Vietnam military service, or ancestry.

Any person who is aggrieved or who has knowledge of a violation of this policy should contact:

The Ohio Civil Rights Commission

240 Parsons Avenue

Columbus, OH 43215

MSD PREVAILING WAGE POLICY

Sections 4115.03 to 4115.99

Employers are hereby notified that payment of prevailing wages on Metropolitan Sewer District construction type projects is governed by the U.S. Department of Labor – Labor Standard Provisions of the Davis-Bacon Act and State of Ohio, Chapter 4115 of the Ohio Revised Code.

MSD CONTRACT COMPLIANCE POLICY

The contractors and subcontractors will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age, disability, military status or ancestry. The contractor and subcontractors will take affirmative action to insure that applicants are employed and that employees are treated during employment without regard to race, religion, color, sex, national origin, age, disability, military status or ancestry. Such action will include, but not limited to the following: employment; upgrading; demotion or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The contractor and subcontractors, will comply with all provisions of Executive Order No. 11246 of September 24, 1965, as amended, Secretary of Labor and other Federal agency responsible for enforcement of the equal employment opportunity provisions where applicable and will likewise comply with the provisions of Sections 4112.02, 4112.07 and 153.59 of the Ohio Revised Code, all other applicable laws or regulatory orders of the State of Ohio and the Metropolitan Sewer District.

Any person who is aggrieved or who has knowledge of a violation of these policies should contact:

Joseph Fleming III, MPA

MSDGC Prevailing Wage Coordinator

Department of Economic Inclusion

Two Centennial Plaza, Suite 610

805 Central Ave

Cincinnati, OH 45202

513-352-3127

AS IMPLEMENTED BY:

THE STATE OF OHIO

AND

THE METROPOLITAN SEWER
DISTRICT OF GREATER
CINCINNATI

