

**Connecticut**

**State of CT Non-Discrimination Provision**

1. The Provider agrees and warrants that in the performance of the Agreement, the Provider will not discriminate or permit discrimination against any person or group of persons on the grounds of sexual orientation, in any manner prohibited by the laws of the United States or of the State of Connecticut, and that employees are treated when employed without regard to their sexual orientation;
2. The Provider agrees and warrants that in the performance of the Agreement, the Provider will not discriminate or permit discrimination against any person or group of persons on the grounds of race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation or physical disability, including, but not limited to, blindness, unless it is shown by Provider that such disability prevents performance of the work involved, in any manner prohibited by the laws of the United States or of the State of Connecticut. The Provider further agrees to take affirmative action to insure that applicants with job-related qualifications are employed and that employees are treated when employed without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, mental retardation, or physical disability, including, but not limited to, blindness, unless it is shown by Provider that such disability prevents performance of the work involved;
3. The Provider agrees, in all solicitations or advertisements for employees placed by or on behalf of the Provider, to state that it is an “equal opportunity employer” in accordance with regulations adopted by the Commission of Human Rights and Opportunities (“Commission”);
4. The Provider agrees to provide each labor union or representative of workers with which Provider has a collective bargaining agreement or other Agreement or understanding, and each vendor with which Provider has an Agreement or understanding, a notice to be provided by the Commission advising the labor union or workers’ representative of the Provider’s commitments under this section, and to post copies of the notice in conspicuous places available to employees and applicants for employment;
5. The Provider agrees to comply with each provision of this section and Connecticut General Statutes §§ 46a-68e and 46a-68f and with each regulation or relevant order issued by said Commission pursuant to Connecticut General Statutes §§ 46a-56, 46a-68e and 46a-68f;

## US State Specific Requirements - PSPA

6. The Provider agrees to provide the Commission with such information requested by the Commission, and permit access to pertinent books, records and accounts, concerning the employment practices and procedures of the Provider as relate to the provisions of this section and Connecticut General Statutes § 46a-56. If the Agreement is a public works Agreement, the Provider agrees and warrants that it will make good faith efforts to employ minority business enterprises as subcontractors and suppliers of materials on such public works project.

### **Virginia**

#### **State of VA Drug-Free Workplace Provision**

Pursuant to § 2.2-4312 of the *Code of Virginia*, if the contract is for a sum in excess of \$10,000.00, then: During the performance of this contract, the Provider agrees to (i) provide a drug-free workplace for the Provider's employees; (ii) post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the Provider's workplace and specifying the actions that will be taken against employees for violations of such prohibition; (iii) state in all solicitations or advertisements for employees placed by or on behalf of the Provider that the Provider maintains a drug-free workplace; and (iv) include the provisions of the foregoing clauses in every subcontract or purchase order over \$10,000.00, so that the provisions will be binding upon each subcontractor or vendor.

“Drug-free workplace” means a site for the performance of work done in connection with a specific contract awarded to a contractor in accordance with the Virginia Public Procurement Act. §2.2-4300 *et. seq.*, the employees of whom are prohibited from engaging in the unlawful manufacture, sale, distribution, dispensation, possession or use of any controlled substance or marijuana during the performance of the contract.

#### **State of VA Non-Discrimination Provision**

Pursuant to § 2.2-4311 of the Code of Virginia, if the Agreement is for a sum in excess of \$10,000.00, then during its performance, the Provider agrees as follows:

- (a) Provider will not discriminate against any employee or applicant for employment because of race, religion, color, sex or national origin, except where religion, sex or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of the contractor. Provider agrees to post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause.

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(b) Provider, in all solicitations or advertisements for employees placed by or on behalf of Provider, will state that it is an equal opportunity employer.

(c) Notices, advertisements and solicitations placed in accordance with federal law, rule or regulation shall be deemed to meet the requirements of this section.