Contractor Good Faith Efforts

The County of Los Angeles requires all construction contractors and subcontractors to make good faith efforts that promote equal opportunity and achieve a work place that is free from discrimination. Contractor understands that the County of Los Angeles may conduct compliance checks and/or request documentation to verify the information certified herein, at any time during the term of their contract.

Good faith efforts by contractors include, but are not limited, to the general steps and employment practices listed below.

A. General steps that contractors must take include, but are not limited to:

    1. Communicate commitment to EEO to all employees.
    2. Ensure that employees are aware of nondiscrimination policies and procedures; post policies in a visible location.
    3. Ensure that all processes, procedures, and systems are nondiscriminatory and free of bias.
    4. Process and/or maintain EEO records.
    5. Evaluate and document company good faith efforts in EEO.
    6. Ensure that reasonable accommodations are made for disabled employees.
    7. Promote employee development.
    8. Take appropriate and timely action when there's been an allegation of sexual harassment.
    9. Attend workshops to enhance company knowledge in this area.

B. Contractors must address the following employment practices:

    1. Recruitment - Ensure opportunities for all qualified applicants.
    2. Selection: Hire the most qualified applicant using a fair and nondiscriminatory process.
    3. Promotional/Development Opportunities: Make career development and promotional opportunities available to interested and qualified employees.
    4. Terminations: Ensure fairness and nondiscrimination in the termination process.

_____
Contractor (Company) Complete Name

_____
Contractor (Company) Address

_____
Contractor Authorized Representative (Printed Name and Official Company Title)

_____
Official's Signature

_____
Date

Email completed form to: CCCS_Clear@isd.lacounty.gov