

BUSINESS LETTERHEAD HERE

**NOTICE OF COMPLIANCE WITH EQUAL EMPLOYMENT OPPORTUNITY (EEO)  
REQUIREMENTS**

The District of Columbia Human Rights Act of 1977, as amended (D.C. Law 2-38; D.C. Official Code § 2-1401 *et seq.*), and Title 4 (Human Rights and Relations) of the District of Columbia Municipal Regulations (collectively, the “D.C. Human Rights Act and Regulations”) are hereby included as part of this bid/proposal. Therefore, each bidder/offeror shall indicate below their written commitment to comply with the D.C. Human Rights Act and Regulations. Failure to comply with these provisions shall result in rejection of the respective bid/proposal.

I, \_\_\_\_\_, the authorized representative of \_\_\_\_\_  
(Name of Contractor/Business), hereinafter referred to as “the Contractor” certify that the Contractor is fully aware of all of all of the provisions of the D.C. Human Rights Act and Regulations. I further certify that the Contractor shall fully comply with the D.C. Human Rights Act and Regulations during the term of the performance of the contract whether or not the work is subcontracted if the Contractor is awarded the D.C. Government Contract referenced by the contract number, solicitation number, and/or bid number entered below. Further, I certify that the Contractor acknowledges and understands that the award of said contract and its continuation are specifically conditioned upon the Contractor’s compliance with the D.C. Human Rights Act and Regulations.

\_\_\_\_\_  
Name of Authorized Official and Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Authorized Official

\_\_\_\_\_  
Name of Contractor/Business

\_\_\_\_\_  
Contract/Solicitation/Bid Number

Revised 1.15.2026

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## **EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY COMMITMENT**

\_\_\_\_\_ (Name of Contractor/Business) shall not discriminate against any employee or applicant for employment because of age, color, credit information, disability, family responsibilities, gender identity and expression, genetic information, homeless status, marital status, matriculation, national origin, personal appearance, political affiliation, race, religion, sex, sexual orientation, or status of a victim or family member of a victim of domestic violence, a sexual offense, or stalking.

\_\_\_\_\_ (Name of Contractor/Business) agrees to take affirmative steps to ensure that applicants are employed, and that employees are treated during employment, without regard to their age, color, credit information, disability, family responsibilities, gender identity and expression, genetic information, homeless status, marital status, matriculation, national origin, personal appearance, political affiliation, race, religion, sex, sexual orientation, or status of a victim or family member of a victim of domestic violence, a sexual offense, or stalking. Such steps include, but are not limited to, the following: (1) employment, upgrading, or transfer; (2) recruitment or recruitment advertising; (3) demotion, layoff, or termination; (4) rates of pay, or other forms of compensation; and (5) selection for training and apprenticeship.

\_\_\_\_\_ (Name of Contractor/Business) agrees to post in conspicuous places, available to employees and applicants for employment, the above provisions concerning non-discrimination and equal employment opportunity.

\_\_\_\_\_ (Name of Contractor/Business) shall, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment pursuant to the above provisions concerning non-discrimination and equal employment opportunity.

\_\_\_\_\_ (Name of Contractor/Business) agrees to send to each labor union or representative of workers with which it has a collective bargaining agreement, or other contract or understanding, a notice that it will comply with the above provisions concerning non-discrimination and equal employment opportunity and the contractor's commitments represented herein, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

\_\_\_\_\_ (Name of Contractor/Business) agrees to permit access to all books, records, and accounts, pertaining to its employment practices, by the Director of the Office of Human Rights and the Contracting Agency for purposes of investigation to ascertain compliance with the above provisions concerning non-discrimination and equal employment opportunity, and to require under terms of any subcontractor agreement each subcontractor to permit access of the subcontractors, books, records, and accounts for such purposes.

\_\_\_\_\_ (Name of Contractor/Business) agrees to comply with all guidelines concerning non-discrimination and equal employment opportunity applicable in the District of Columbia.

\_\_\_\_\_ (Name of Contractor/Business) shall include in every subcontract the above provisions concerning non-discrimination and equal employment opportunity, so that these provisions shall be binding upon each subcontractor or vendor.

\_\_\_\_\_ (Name of Contractor/Business) shall take action with respect to any subcontract as the Contracting Officer may direct as a means of enforcing these provisions, including sanctions for non-compliance; provided, that in the event the prime contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the prime contractor may request the District to enter into such litigation to protect the interest of the District.

\_\_\_\_\_  
Name of Authorized Official and Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Authorized Official

\_\_\_\_\_  
Name of Contractor/Business