



Board Policy 6320.02
Business Policy

Equal and Fair Opportunity in Contract Employment and Business Opportunities Cincinnati Public Schools (CPS) desires to provide all persons an equal and fair opportunity to participate in employment and development opportunities sponsored by the Cincinnati Public Schools.

Cincinnati Public Schools is committed to providing both comprehensive education beginning in elementary school, as well as specific training for its students to enable CPS and its contractors and their subcontractors to attain their equal opportunity and affirmative action goals.

Cincinnati Public Schools recognizes its obligation to ensure that applicants, employees, bidders, contractors and their subcontractors are not discriminated against on the basis of race, color, gender, national origin, and other factors as referenced in "Equal Employment Opportunity and Affirmative Action Policy" (4001) in relation to employment and contracting practices, including the employment and contracting practices of contractors and subcontractors. To this end, discrimination based on race, color, gender and national origin and other factors is prohibited.

Cincinnati Public Schools requires that its contractors and their subcontractors recruit, train, hire and promote all personnel in an equitable fashion and that economically disadvantaged and small business enterprises are afforded an equitable and fair opportunity to share in CPS contract opportunities.

Cincinnati Public Schools desires to promote the use of students participating in the Woodward Career Technical High School programs that include Advanced Technologies and Engineering, Building Technologies and Architecture, and Health Occupations/Bio-Science, where possible within established project budget, where consistent with said Board of Education's June 28, 2004 Resolution on Equal and Fair Opportunity in Contract Employment and Business Opportunities (known as the Cincinnati Public Schools Supplier Diversity Program) and where consistent with the Board of Education's Owner Controlled Insurance Program (OCIP).

Bidders shall employ good faith efforts to create internships and employment opportunities for participants and graduates of the Woodward Career Technical High School programs and will give priority to hiring workers who live within the CPS District and who are parents of CPS Students. 40% of their employee labor will be from personnel who live within the Cincinnati Public Schools District and 40% within the SMSA and will give priority to hiring workers who live within the CPS District and who are parents of CPS Students for the performance of work on a nondiscrimination basis in the employment of labor and workers who are qualified and available to perform work associated with this contract. This will be a factor in considering a Bidder's responsibility.

The Board of education in its continuing commitment to the utilization of Cincinnati Public Schools trained workers hereby adopts additional criteria to be added to Policy 6320.01 Determination of Lowest Responsible Bidder previously approved by the Board in July 2002. The bidder's response to the additional criteria shall be evaluated in accordance with Section 3.4.3 of the Instruction to the Bidders. Cincinnati Public Schools encourages all of its contractors and their subcontractors to embrace goals to take affirmative action to achieve and maintain adequate and meaningful levels of minority and female employment, reasonably attainable by means of applying good faith efforts, based on factual availability determinations.

Cincinnati Public Schools also requires that economically disadvantaged and small business enterprises be afforded the maximum practicable opportunity to participate in all contracting opportunities through the establishment of provisional benchmarks for their participation, as shown in attachments "Exhibit A" and "Exhibit B" to the "Resolution on Equal and Fair Opportunity In Contract Employment and Business Opportunities", reasonably attainable by means of applying good faith efforts, subject to administrative updates annually or more frequently based on the availability of factual determinations.

The Superintendent and the Treasurer, in conjunction with the Supplier Diversity Office, administers the implementation of this policy in accordance with the Cincinnati Public Schools' Equal Opportunity Program. Cincinnati Public Schools will provide the human and financial resources necessary to successfully implement, maintain, and develop the Program.