

Cincinnati City School District Bylaws & Policies

6450 - 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" 2260 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 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.

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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.