PURCHASE ORDER/SUBCONTRACT CLAUSES

The following clause must be included in all Purchase Orders unless the contract is exempt under the rules and regulations of the Secretary of Labor. **(Text referencing the individuals with disabilities and protected veteran regulations must be in bold and must include introductory citation to 41 CFR.)** This combined clause includes references to requirements related to EEO laws under 41 CFR § 60-1.4(a), protected veterans under 41 CFR § 60-300.5, individuals with disabilities under 41 CFR § 60-741.5, and employee rights under the NLRA pursuant to 29 CFR Part 471, Appendix A to Subpart A and E.O. 13496.

**This contractor and all covered subcontractors shall abide by the requirements of 29 CFR Part 471, Appendix A to Subpart A, 41 CFR § 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability.**