

6970-72A

ORDINANCE FOR EQUAL OPPORTUNITY FOR EMPLOYMENT

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF URBANA, ILLINOIS:

SECTION 1. Purpose and Declaration of Policy.

The denial of equal employment opportunity because of race, color, or creed in connection with the expenditure of public monies denies federal and state constitutional rights, deprives citizens of earnings necessary to maintain a reasonable standard of living, excludes citizens from rightful participation in the benefits of public expenditures and contributes to urban violence and decay.

It is therefore the policy of the City of Urbana to remove present effects of past discrimination and henceforth to guarantee and affirmatively provide for all citizens equal employment opportunity.

SECTION 2. Contractors, Vendors, Financial Institutions.

The City of Urbana shall not contract with any contractor, purchase goods or services from any vendor, or maintain any financial relation with any financial institution, which does not first submit to the Urbana Commission on Human Relations a written commitment through an affirmative action program to remove the present effects of past discrimination and to guarantee and affirmatively provide equal opportunity. Such commitment must:

- A. Set out and agree to maintain specific employment practices and policies sufficient to achieve equal opportunity.
- B. Set out specific goals for minority participation in performance of any contract with the City of Urbana.
- C. Agree to submit to the Urbana Human Relations Commission upon request, written evidence of the effectiveness of the above required practices, policies and goals.
- D. Agree to submit to the Urbana Human Relations Commission upon request, statistical data concerning employee composition on race, color, job description and compensation.
- E. Agree to distribute copies of the above commitment to all persons who participate in recruitment, screening, referral and selection of job applicants or prospective job applicants.
- F. Agree not to employ or otherwise use the services of any labor organization or employee thereof until such labor organization first submits to the Chairman of the Urbana Human Relations Commission a written commitment which contains the provisions required by Paragraphs A through E above.
- G. Agree not to contract with any sub-contractor until such sub-contractor first submits to the Chairman of the Urbana Human Relations Commission a written commitment which contains the provisions required by Paragraphs A through F above.

SECTION 3. Administration, Appeal.

- A. This ordinance shall be administered by the Urbana Commission on Human Relations under the direction of the Mayor.
- B. Administration shall consist, among other things in:
1. Determining whether the terms of an affirmative action program comply with the provisions of this ordinance.
 2. Determining whether the performance of an affirmative action program complies with the provisions of this ordinance.
 3. Certifying to the Mayor that a person covered by this ordinance is or is not in compliance with its terms.
 4. Securing and analyzing reports and statistical data requested of persons covered by this ordinance.
- C. The Commission on Human Relations Chairman shall inform a non-complying person of the nature and extent of non-compliance. If the non-compliance persists, the Chairman of the Human Relations Commission, the Mayor and the non-complying person shall together examine the charges of non-compliance and, if the Mayor concurs in the findings of non-compliance, the non-complying person shall be ineligible to contract with, sell materials or services to, or maintain financial relations with the City of Urbana. Non-compliance by a person already under contract shall be deemed a material breach of contract.
- D. Any person held ineligible under sub-section C, or the Urbana Human Relations Commission, if not in concurrence with the ruling of the Mayor, may appeal in writing to the Urbana City Council, provided such appeal is filed with the City Clerk at least five days prior to the Council meeting, at which such appeal will be considered. The City Council, on the basis of written appeal and of the report of the Mayor, shall affirm, amend or reverse the action of the Mayor.

SECTION 4. Definitions.

For the purposes of this ordinance:

Urbana Human Relations Commission - As defined in the Urbana City Ordinances.

Contractor - Persons who contract with the City of Urbana in a total amount greater than \$5,000.00.

Employment Practices - Practices relating to employment as they affect employment recruiting, referral, screening, selection, training, apprenticeships, compensation, placement, promotion, working

conditions, seniority, layoffs, terminations.

Labor Organizations - Includes any organization, or labor union, craft union, or any voluntary unincorporated association designed to further the cause of the rights of union labor which is constituted for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms, or conditions of employment, including apprenticeships or applications for apprenticeships.

Person - Includes one or more individuals, partnerships, associations or organizations, labor organizations, labor unions, or labor associations, corporations, legal representatives, trustees in bankruptcy or receivers.

Sub-Contractor - Persons who have contracted in a total amount greater than \$2,500.00 with a contractor.

Vendors - Persons who sell to the City of Urbana goods and services whose total value is greater than \$2,500.00.

ADOPTED by the City Council of the City of Urbana, Illinois, this 2nd day of March, 1970.

DUANE ECKERTY
CITY CLERK

APPROVED by the Mayor of the City of Urbana, Illinois, this 2nd day of March, 1970.

CHARLES M. ZIPPRODT
MAYOR

STATE OF ILLINOIS)
COUNTY OF CHAMPAIGN) S.S.

I, DUANE ECKERTY, City Clerk of the City of Urbana, Illinois, and keeper of the records, files and seal of said City, do hereby certify that the foregoing is a true and exact copy of an ordinance entitled, " Ordinance for Equal Opportunity for Employment", adopted by the City Council of the City of Urbana, Illinois, on the 2nd day of March, 1970; there being present and voting in favor of said ordinance were: Aldermen Russell Beaumont, Lloyd Carter, Jr., Sam Dart, James A. Gentry, Robert V. Johnson, Hiram Paley, Joseph W. Phebus, Mark W. Reinhardt, Robert A. Shurts, Frederic L. Walden and Jeanne-Marie Wyld. Aldermen Jack Hensler and Verne N. Hoag voted nay. Alderman Bernadine Stake was absent.

That said ordinance was approved by the Mayor who signed the same on the 2nd day of March, 1970, as appears in the records and files in my office remaining.

Given under my hand and seal of said City of Urbana, Illinois, this 3rd day of March, 1970.


City Clerk