

Civil Rights Plan

Lake County – TIGER Project

Adopted: September 7, 2010

It is the policy of Lake County to assure that all related businesses, including minority firms and women's business enterprises, have a fair and equal right to participate in contracting opportunities with the County. As such, Lake County will take all necessary affirmative steps to outreach to minority firms, women's business enterprises, veteran-owned businesses and qualified lower-income workers to assure such firms are afforded maximum opportunity to participate in the project when possible. Affirmative steps shall include:

- 1) Using the services of Lake County Community Development Corporation's Disadvantaged Business Enterprise(DBE) and Procurement Technical Assistance Office, provide outreach to DBE firms and other small businesses, including veteran-owned and service disabled veteran-owned small businesses to make them aware of contracting opportunities; to assist such firms in becoming certified and meeting other qualifications, including qualifying for bonding; and to further place such qualified businesses on any solicitation lists;
- 2) Encourage hiring of qualified low-income workers among prime contractors and sub contractors and utilization of apprenticeship programs as a source of workers being hired for the project by posting job opportunities at such places as the Lake County Workforce Center and Kicking Horse Job Corp and working with the Indian Preference Office of the Confederated Salish and Kootenai Tribes;
- 3) Requiring the prime contractor on any segment or segments of the project, if subcontracts are to be let, to take affirmative steps to solicit and hire small and minority businesses and women's business enterprises to the fullest possible extent;
- 4) With the assistance of our Engineering Consultant, dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority business and women business enterprises;
- 5) Require that prime firms bidding on the project provide information relative to their track record on labor practices and compliance with Federal laws ensuring that American workers are safe and treated fairly and that its employment and hiring practices are consistent with civil rights and equal opportunity laws to ensure equal opportunity is provided for all individuals, regardless of race, gender, age, disability and national origin