**Section 2600.805 Equal Employment Opportunity; Affirmative Action**

Every party to a public contract and every eligible bidder shall:

a) Refrain from unlawful discrimination and discrimination based on citizenship status in employment and undertake affirmative action to assure equality of employment opportunity and eliminate the effects of past discrimination;

b) Comply with the procedures and requirements of the Department of Human Rights (DHR) regulations concerning equal employment opportunities and affirmative action;

c) Provide such information, with respect to its employees and applicants for employment, and assistance as DHR may reasonably request;

d) Have written sexual harassment policies that include, at a minimum, the following information:

1) the illegality of sexual harassment;

2) the definition of sexual harassment under State law;

3) a description of sexual harassment, utilizing examples;

4) the vendor's internal complaint process, including penalties;

5) the legal recourse, investigative and complaint process available through DHR and the Human Rights Commission;

6) directions on how to contact DHR and the Commission; and

7) protection against retaliation as provided by Section 6-101 of the Illinois Human Rights Act [775 ILCS 5/6-101]. A copy of the policies shall be provided to DHR upon request.