**Section 110.120 Non-discrimination**

a) Equal Employment Opportunity

1) In carrying out any project under this Part, the grantee shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The grantee shall take affirmative action to insure that applicants for employment are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee shall post in conspicuous places, available to employees and applicants for employment, notices setting forth the provisions of this nondiscrimination clause. The grantee shall state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin. The grantee shall incorporate the foregoing requirements of this paragraph in all of its contracts for program work.

2) The grantee shall cause or require to be inserted in full in any contract and subcontract for work, or modification thereof, all applicable federal and State Equal Employment Opportunity Provisions.

b) Discrimination: The grantee shall refrain from unlawful discrimination in employment and will undertake affirmative action to assure equality of employment opportunity and eliminate the effects of past discrimination in accordance with the Illinois Human Rights Act.

(Source: Amended at 29 Ill. Reg. 10017, effective June 28, 2005)