**Section 120.90 Nondiscrimination**

a) Equal Employment Opportunity

1) In carrying out the program, the Grantee shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, ancestry, age, physical or mental disability unrelated to ability, marital status, or unfavorable discharge from military service. 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, national origin, ancestry, age, physical or mental disability unrelated to ability, marital status, or unfavorable discharge from military service. Such action shall include, but not be limited to, the following: recruitment, advertisement, application, interview, medical inquiry, employment, rates of pay or other compensation; promotion, training, layoff, benefits, and privileges of employment. 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 shall receive consideration for employment without regard to race, color, religion, sex, national origin, ancestry, age, physical or mental disability unrelated to ability, marital status, or unfavorable discharge from military service. The Grantee shall incorporate the foregoing requirements of this subsection (a) 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 shall undertake affirmative action to assure equality of employment opportunity and eliminate the effects of past discrimination in accordance with the Illinois Human Rights Act [775 ILCS 5]. The Grantee shall also adhere to the nondiscrimination provisions of rules issued by the Illinois Department of Human Rights entitled "Procedures Applicable to All Agencies" (44 Ill. Adm. Code 750. Appendix A); Section 504 of the Rehabilitation Act of 1973 (29 USC. 794); the Age Discrimination Act of 1975 (42 USC 6106-6107); Title VI of the Civil Rights Act of 1964 (24 CFR Part I) as amended in 1991; Title IX of the Education Amendments of 1972 (20 USC 1134); Section 677(a) of the Act; Executive Order 11246 (30 FR 12319, September 24, 1965) as amended by Executive Order 11375 (32 FR 14303, October 13, 1967); and Title VIII of the Civil Rights Act of 1968 (42 USC 3601).

(Source: Amended at 27 Ill. Reg. 7986, effective April 28, 2003)