

## **ADDENDUM TO CONTRACT**

### **EQUAL OPPORTUNITY CLAUSE (EOC)** (CONSTRUCTION-PERMANENT LOANS ONLY)

The contract dated \_\_\_\_\_ between \_\_\_\_\_  
(Contractor) and \_\_\_\_\_

\_\_\_\_\_ (Owner), is hereby amended to incorporate the Equal Opportunity Clause as required by the Rural Housing Service (RHS), a lending Agency of the United States Department of Agriculture. The RHS is guarantor on a mortgage loan made to the owners.

The Equal Opportunity Clause:

- 1. The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The contractor will take affirmative action to ensure that applicants 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 contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Rural Housing Service setting forth the provisions of this nondiscrimination clause.**
- 2. The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.**
- 3. The contractor will send to each labor union or representative of workers with which contractor has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the Rural Housing Service, advising the said labor union or workers' representative of the contractor's commitments under this agreement as required pursuant to Section 301 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.**
- 4. The contractor will comply with all provisions of such Executive Order and all relevant rules, regulations, and orders of the Secretary of Labor and of any prior authority which remain in effect.**
- 5. The contractor will furnish all information and reports required by such Executive Order, rules, regulations, and orders, or pursuant thereto, and will permit access to books, records, and accounts by the Rural Housing Service and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.**

6. In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be cancelled, terminated or suspended in whole or in part, the contractor may be declared ineligible for further contracts in accordance with procedures authorized in such Executive Order, and such other sanctions may be imposed and remedies invoked as provided in the Executive Order or by any such rules, regulations, or order, or as otherwise provided by law.
  
7. The contractor will include the provisions of paragraphs (1) through (7) in every subcontract or purchase order, unless exempted by such rules, regulations, or orders, so that such provisions will be binding upon each such subcontractor or vendor. The contractor will take such action as the Rural Housing Service may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the Rural Housing Service, the contractor may request the United States to enter into such litigation to protect the interest of the United States.

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(BUYER)

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(CONTRACTOR)

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(BUYER)

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(TITLE)

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(DATE)

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(DATE)