

**NONDISCRIMINATION CERTIFICATE**

In connection with the execution of this Contract \_\_\_\_\_ (the Contractor) agrees not to discriminate against any employee or applicant for employment because of race, religion, color, sex, age, national origin, or physical, and/or mental handicap. The contractor will take affirmative action to ensure that applicants are employed, and employees are treated during their employment, without regard to their race, religion, color, sex, age, national origin, or physical, and/or mental handicap.

Such actions shall include, but are not limited to: recruitment, hiring, advertising, employment, upgrading, demotion, transfer, layoff, discipline, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. If the contractor is required to file an Affirmative Action (AA) program with any federal, state, or local agency, the contractor assures Northwest Indiana Regional Development Authority (NWIRDA) that it is in full compliance with such filing requirements. The Contractor agrees to comply with all federal and state laws, regulations, and circulars relating to the aforementioned topics including but not limited to regulations promulgated by the State of Indiana Civil Rights Commission, the U.S. Equal Employment Opportunity Commission, and the Federal Transit Administration. All such laws, rules, regulations, and circulars are understood to be incorporated into this Contract by reference.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Title

State of \_\_\_\_\_

County of \_\_\_\_\_

On this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, before me, the undersigned officer, personally appeared \_\_\_\_\_, known to me to be the person described in the foregoing Affidavit, and acknowledged that he (she) executed the same in the capacity therein stated and for the purposed therein contained.

In witness thereof, I hereunto set my hand and official seal.

My Commission Expires: \_\_\_\_\_

(SEAL)

\_\_\_\_\_  
(Notary Public)