

**ORDINANCE NO. \_\_\_\_\_**

**AMENDING WHATCOM COUNTY CODE 3.08 (PURCHASING SYSTEM) TO INCLUDE  
NONDISCRIMINATION BY COUNTY CONTRACTORS**

**WHEREAS,** Whatcom County residents value all people without regard to race, color, creed, religion, national origin, sex, sexual orientation, gender identity or expression, age, marital status, neurodiversity, disability, or veteran status; and

**WHEREAS,** Whatcom County residents entrust the County Council and Executive to procure goods and services with entities that reflect our values; and

**WHEREAS,** Whatcom County General Conditions Paragraphs 35.1 Non-Discrimination in Employment and 35.2 Non-Discrimination in Client Services have been included in most contracts by practice, but have not been required in all contracts by policy or ordinance; and

**WHEREAS,** The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate because of a person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information; and

**WHEREAS,** the Revised Code of Washington Chapter 49.60, establishes the Washington State Human Rights Commission (WSHRC) and its responsibility for administering and enforcing the Washington Law Against Discrimination; and

**WHEREAS,** Whatcom County seeks to ensure that contractors observe non-discrimination laws in all contracts proposed by the County.

**NOW, THEREFORE, BE IT ORDAINED,** that the County Code shall hereby be amended to include a new section as detailed in the attached Exhibit A.

**ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 2021.**

**ATTEST:**

**WHATCOM COUNTY COUNCIL  
WHATCOM COUNTY, WASHINGTON**

\_\_\_\_\_  
Dana Brown-Davis, Clerk of the Council

\_\_\_\_\_  
Barry Buchanan, Council Chair

**APPROVED AS TO FORM:**

**WHATCOM COUNTY EXECUTIVE  
WHATCOM COUNTY, WASHINGTON**

\_\_\_\_\_  
Karen Frakes by email 2/26/2021  
Civil Deputy Prosecutor

\_\_\_\_\_  
Satpal Sidhu, County Executive

( ) Approved ( ) Denied

Date Signed: \_\_\_\_\_

## EXHIBIT A

### 3.08.125 Nondiscrimination

Whatcom County endeavors to secure for all individuals within the county the freedom from discrimination because of race, color, religion, national origin, gender, sexual orientation (including gender identity), age, marital status, or disability in connection with employment, and thereby to promote the interests, rights and privileges of individuals within the county.

- A. All contracts proposed by County staff shall incorporate equal employment opportunity clauses which shall read as follows, or as subsequently amended to be consistent with existing law:

1. Non-Discrimination in Employment:

The County's policy is to provide equal opportunity in all terms, conditions and privileges of employment for all qualified applicants and employees without regard to race, color, creed, religion, national origin, sex, sexual orientation (including gender identity), age, marital status, disability, or veteran status. The Contractor shall comply with all laws prohibiting discrimination against any employee or applicant for employment on the grounds of race, color, creed, religion, national origin, sex, sexual orientation (including gender identity), age, marital status, disability, or veteran status, except where such constitutes a bona fide occupational qualification.

Furthermore, in those cases in which the Contractor is governed by such laws, the Contractor shall take affirmative action to insure that applicants are employed, and treated during employment, without regard to their race, color, creed, religion, national origin, sex, age, marital status, sexual orientation (including gender identity), disability, or veteran status, except where such constitutes a bona fide occupational qualification. Such action shall include, but not be limited to: advertising, hiring, promotions, layoffs or terminations, rate of pay or other forms of compensation benefits, selection for training including apprenticeship, and participation in recreational and educational activities. In all solicitations or advertisements for employees placed by them or on their behalf, the Contractor shall state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

The foregoing provisions shall also be binding upon any subcontractor, provided that the foregoing provision shall not apply to contracts or subcontractors for standard commercial supplies or raw materials, or to sole proprietorships with no employees.

2. Non-Discrimination in Client Services:

The Contractor shall not discriminate on the grounds of race, color, creed, religion, national origin, sex, age, marital status, sexual orientation (including gender identity), disability, or veteran status; or deny an individual or business any service or benefits under this Agreement; or subject an individual or business to segregation or separate treatment in any manner related to

1 his/her/its receipt any service or services or other benefits provided under this  
2 Agreement; or deny an individual or business an opportunity to participate in  
3 any program provided by this Agreement.  
4

5 B. Noncompliance with the non-discrimination in employment and client services  
6 provisions will be grounds for terminating a contract and may hinder a contractor's  
7 eligibility for future contracts.