

TAUNTON HOUSING AUTHORITY

MINORITY BUSINESS ENTERPRISE

and

WOMEN BUSINESS ENTERPRISE PROGRAM

POLICY STATEMENT

1. OBJECTIVE

It is the objective of the Taunton Housing Authority (THA) to implement an aggressive program for the development of business and employment opportunities for minorities and women. The policy of the THA shall be to select and employ qualified persons, without regard to race, color, religion, national origin, sex, age or disability unless based upon a bonafide occupational qualification and to administer all personnel functions, including but not necessarily limited to recruitment, selection and placement, promotion and transfer, compensation and benefits, layoffs and termination in the same manner.

The THA is fully committed to affirmative action and equal opportunity affording every individual, minority business or female owned business access to all bidding and employment opportunities.

The THA recognizes that traditionally, there has been a lack of opportunity for minorities and women, therefore, the Authority will do all in its power to hinder these trends.

2. FEDERAL AND STATE ORDERS

It is the policy of the THA to comply with all Federal and State laws which have been or shall be enacted for the purpose of eliminating discrimination in all phases of contractual

procedures. Among the relevant laws and regulations are the following: Titles VI and VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; Chapter 151B of the Massachusetts General Laws; Executive Orders 10925, 11114 and 11246, as amended by Executive Orders 11375, 11625, 12138 and 12432; the Rehabilitation Act of 1973, as amended in 1974; Section 3 of the Housing and Urban Development Act of 1968; and Section 504 of the Rehabilitation Act of 1973. Further direction and guidance is provided by OMB circular A-102, paragraph 9; Procurement Handbook for Public Housing Comprehensive Improvement Assistance Program (CIAP) Handbook, HUD 7485.1 Rev. 4., Chapter 8 paragraph 8-2c.

3. APPLICABLE AREA

To fulfill the Authority's responsibilities for participating in the Housing and Urban Development Public Housing Programs as directed by HUD Notice H-83-5, the following goals, as applicable, shall be adopted for contracting and procurement activities:

- a. A 5% goal for the Development Program
- b. A 10% goal for the Management Activities and
- c. A 20% goal for the Modernization Program.

The Affirmative Action Plan shall be incorporated into existing administrative standards and procedures, for attaining the THA's goal for the utilization of minority and women contractors, subcontractors, suppliers, and professional services. It is the responsibility of all employees to take affirmative steps to implement this policy to insure equality of opportunity in conducting the affairs of the THA, including notifying those persons and businesses doing business with the THA that contracts for goods and services shall be administered according to this plan. Through these mechanisms the THA will impart its acceptance of the legal and moral obligation to Minority/Women Business Enterprise Program.

4. MBE/WBE ENACTMENT

The foregoing statement of the THA's commitment to Minority and Women's Business Enterprise Program will be a part of the total contracting and purchasing policy of the Authority. The Affirmative Action plan shall be distributed through the office of the Executive Director to all Authority Departments. The statement of the policy shall be displayed in the Administrative office along with other relevant Equal Opportunity/Affirmative Action materials. This Affirmative Action Policy shall be effective immediately upon adoption.

Developed 12/21/93
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