

CIVIL RIGHTS COMPLIANCE

Butler County is dedicated to civic rights and has implemented various plans and procedures to ensure compliance and fairness in its operations. These include:

Anti-displacement & Relocation Plan	Change of Use Policy
Citizen Participation Plan	Citizens Complaint Plan
Conflict of Interest and Code of Conduct-Integrity	Drug-Free Work Place
Environment Review Certifying Officer	Equal Employment Opportunity Policy
Fair Housing and Equal Opportunity Plan	Fair Housing Complaint Plan
Hatch Act	Housing Rehabilitation Guidelines
Language Access Plan, (includes limited English proficiency plan)	MBE/WBE Plan
Personal Identifying Policy	Sexual Harassment Policy
Section 504 Plan (this ensures all County owned property is 100% handicap accessible, includes all buildings and parks)	Section 3 Plan (Entails hiring of low-income contractors to do CDBG projects, and/or having contractors on CDBG project hire low/moderate income employees)
Smoking Policy	Social Media Policy
Travel Policy	Use of Force Policy

Additionally, all bidders must submit with their bid:

MBE/WBE Contact Solicitation and Commitment Statement	SECTION 3 Contact Solicitation and Commitment Statement
Certification of Non-Segregated Facilities	Non-Collusion Affidavit of Prime Bidder
Non-Collusion Affidavit of proposed Subcontractor	Certification of Bidder regarding Equal Employment Opportunity
Non-Discrimination Clause	Required Bid Security
Statement of Bidder's Qualifications	Minority Business Utilization Certification
Public Works Employment Verification Form	Section 3 Workforce Needs Table