

opportunities.

- (12) Review of seniority practices and job classifications to insure that they do not have an improper discriminatory effect.
- (13) Monitoring of personnel activities to insure that the contractor's Equal Employment Opportunity Policy is being carried out.
- (14) Proposals for soliciting bids for subcontractors from available minority subcontractors engaged in the trades covered by the bid conditions.
- (15) PROVISION FOR REASONABLE ACCOMMODATION TO BE MADE FOR HANDICAPPED APPLICANTS AND QUALIFIED HANDICAPPED INDIVIDUALS.
- (16) PROVISIONS FOR ENSURING A WORK ENVIRONMENT FREE FROM SEXUAL HARASSMENT.

ARTICLE IV - STATE EMPLOYMENT SERVICES

Any State agencies engaged in employment referral and placement service for private industry or public agencies shall fill all job orders on a non-discriminatory basis, and shall decline any job order carrying a specification or limitation as to political or religious opinion or affiliation, marital status, race, color, creed, or national origin, or as to sex[, physical or mental handicap,] or age, unless [it] SEX OR AGE [relates to] CONSTITUTES a bona fide [job requirement] OCCUPATIONAL QUALIFICATION, OR AS TO THE PHYSICAL OR MENTAL HANDICAP OF A QUALIFIED HANDICAPPED INDIVIDUAL.

ARTICLE V - TRAINING FOR JOB OPPORTUNITIES

All education and vocational guidance counseling programs and all apprenticeship and on-the-job training programs conducted, supervised, or funded by the State shall be conducted to encourage the fullest development of interest and aptitudes without regard to political or religious opinion or affiliation, marital status, race, color, creed, [or] national origin, [or to] sex[, physical or mental handicap,] or age, unless [it relates to] SEX OR AGE CONSTITUTES a bona fide [job requirement] OCCUPATIONAL QUALIFICATION, AND WITHOUT REGARD TO THE PHYSICAL OR MENTAL HANDICAP OF A QUALIFIED HANDICAPPED INDIVIDUAL.

ARTICLE VI - STATE FINANCIAL ASSISTANCE