

SAN MATEO COUNTY OFFICE OF EDUCATION

CERTIFICATE OF NON-DISCRIMINATION

SMCOE 23-24 RFP-001

ENTERPRISE RESOURCES PLANNING SOFTWARE
for
SAN MATEO COUNTY OFFICE OF EDUCATION

As suppliers of goods and services to the San Mato County Office of Education, the firm listed below certifies that it does not discriminate in its employment with regards to race religion, creed or national origin; that it is in compliance with all Federal, State, and Local directives and executive orders regarding non-discrimination in employment and that it agrees to demonstrate positively and aggressively the principle of equal opportunity in employment.

We agree specifically:

- 1) To establish or observe employment policies which affirmatively promote opportunities for minority persons at all job levels.
- 2) To communicate this policy to all persons concerned, including all company employees, outside recruiting services, especially those serving minority communities.
- 3) To take affirmative steps to hire minority employees within the company.

Company Name

Authorized Signature

Title

Date