

## **Equal Employment and Procurement**

The Town of Saratoga maintains the policy of providing Equal Employment Opportunities for all persons regardless of race, color, religion, sex, national origin, handicap, age, political affiliation, or any other non-merit factor, except where religion, sex, national origin, or age are bonafide occupation qualifications for employment.

## **Section 504 of the Rehabilitation Act**

### **Non-Discrimination Based on Handicap in Federally Assisted Programs and Activities of the Department of Housing and Urban Development**

No qualified handicapped person shall, on the basis of handicap be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination under any program or activity which receives or benefits from Federal Financial assistance.

## **Davis Bacon Act**

Construction contracts financed in whole or in part with CDBG Funds must comply with Davis-Bacon and Related Acts (DBRA). Among other provisions, this act requires that prevailing local wage levels be paid to laborers and mechanics employed on certain construction work assisted with CDBG funds.

## **Local Jobs Initiative**

### **Section 3 Plan**

#### **Local Economic Benefit for Low- and Very Low-Income Persons**

The Town is committed to the policy that, to the greatest extent possible, opportunities for training and employment be given to lower income residents of the community development project area and contracts for work in connection with federally assisted community development project be awarded to business concerns located or owned in substantial part by persons residing in the Section 3 covered area, as required by Section 3 of the Housing and Urban Development Act of 1968.

## **Fair Housing**

The Town of Saratoga supports Fair Housing. The Fair Housing Act prohibits discrimination in the sale, rental, and financing of dwellings based on race, color, national origin, religion, sex, familial status, and disability. Complaints may be submitted to HUD by calling: (800) 440-8091 TTY (404) 730-2654.