NEW YORK STATE DEPARTMENT OF HEALTH EXECUTIVE ORDER 177 CERTIFICATION

The New York State Human Rights Law, Article 15 of the Executive Law, prohibits discrimination and harassment based on age, race, creed, color, national origin, sex, pregnancy or pregnancy-related conditions, sexual orientation, gender identity or expression, disability, marital status, familial status, domestic violence victim status, prior arrest or conviction record, military status or predisposing genetic characteristics.

The Human Rights Law may also require reasonable accommodation for persons with disabilities and pregnancy-related conditions. A reasonable accommodation is an adjustment to a job or work environment that enables a person with a disability to perform the essential functions of a job in a reasonable manner. The Human Rights Law may also require reasonable accommodation in employment on the basis of Sabbath observance or religious practices.

Generally, the Human Rights Law applies to:

- all employers of four or more people, employment agencies, labor organizations and apprenticeship training programs in all instances of discrimination or harassment;
- employers with fewer than four employees in all cases involving sexual harassment; and,
- any employer of domestic workers in cases involving sexual harassment or harassment based on gender, race, religion or national origin.

In accordance with Executive Order No. 177, 9 NYCRR 8.177 Prohibiting State Contracts with Entities that Support Discrimination, the Bidder/Contractor hereby certifies that it does not have institutional policies or practices that fail to address the harassment and discrimination of individuals on the basis of their age, race, creed, color, national origin, sex, sexual orientation, gender identity, disability, pregnancy or pregnancy-related conditions, marital status, familial status, domestic violence victim status, prior arrest or conviction status, military status, predisposing genetic characteristics, or other protected status under the Human Rights Law.

Executive Order No. 177 and this certification do not affect institutional policies or practices that are protected by existing law, including, but not limited to, the First Amendment of the United States Constitution, Article 1 (Bill of Rights), Section 3 (Freedom of worship; religious liberty) of the New York State Constitution, and Section 296(11) of the New York State Human Rights Law.

Signature: ________________________________

Bidder/Contractor: ________________________________

Name: ________________________________

Title: ________________________________

Date: ________________________________

- The Certification is to be submitted prior to contract award by all successful Contractors on all Covered contracts and contract renewals.