

RESOLUTION NO. 1976-1:

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COUNTY ASSURANCE WITH REGARD TO EQUAL EMPLOYMENT
OPPORTUNITY ON FEDERAL-AID SECONDARY PROJECTS
BEING CONSTRUCTED BY THE COUNTY AS REQUIRED
BY THE FEDERAL-AID HIGHWAY ACT OF 1968

Pursuant to the requirements of Section 22 (a) of the Federal-aid Highway Act of 1968, the County of Weakley desiring to avail itself of the benefits of Chapter 1, title 23, United States Code, and as a condition to obtaining the approval of the Secretary of Transportation of any programs for projects as provided for in title 23, United States Code, Section 105(a), hereby gives its assurance that employment in connection with all proposed projects approved on or after August 23, 1968, will be provided without regard to race, color, creed, sex, or national origin.

More specifically, and without limiting the above general assurance, the Weakley County Quarterly Court hereby gives the following specific assurances:

- (1) The County Highway Department will establish an Equal Opportunity Program in furtherance of the above General Assurance. The County Highway Department will furnish such information and reports regarding contractor and subcontractor compliance as may be requested by the Federal Highway Administration.
- (2) The County Highway Department program shall include effective procedures to assure that discrimination in employment on the grounds of race, color, sex, creed or national origin will not be permitted on any Federal-aid Secondary projects being constructed by the County and if discrimination exists at the time this assurance is made, it will be corrected promptly.
- (3) The County Highway Department has appointed, or will appoint, an Equal Opportunity Coordinator whose primary duty shall be to administer the County's Equal Employment Opportunity Program as established pursuant to these assurances.
- (4) The County Highway Department will, in its own initiative, take affirmative action, including the initiation of appropriate legal proceedings under any applicable State or Federal law to achieve equal employment opportunity on Federal-aid highway projects and will actively cooperate with the Federal Highway Administration in all investigations and enforcement actions undertaken by the Federal Highway Administration.
- (5) The County Highway Department will establish and maintain effective liaison with public and private agencies and organizations which are, or should be, involved in equal opportunity programs. Such agencies and organizations include, but are not limited to labor unions, contractor associations, minority group organizations, the U. S. and State Employment Services, the U. S. and State Department of Labor.
- (6) The County Highway Department hereby agrees that it will seek the cooperation of unions, contractors, appropriate County agencies and other related organizations in the establishment of skill training programs, and will assure that all persons will have an opportunity to participate in such programs without regard to race, creed, color, sex, or national origin.
- (7) The County Highway Department hereby agrees that its own employment policies and practices with regard to County Highway Department employees, any part of whose compensation is reimbursed from Federal funds will be without regard to race, color, sex, or national origin.

RESOLUTION NO. 1976-1 (CONTINUED):

(8) The County Highway Department shall include in the advertised specifications notification of the specific equal employment opportunity responsibilities are currently defined and required by the Federal Highway Administration. No requirement or obligation shall be imposed as a condition precedent to the award of a contract for a project unless such requirement or obligation is otherwise lawful and is specifically set forth in the advertised specifications.

(9) The County Highway Department will obtain and furnish to the Federal Highway Administration such information and reports as may be requested to enable the Federal Highway Administration to determine compliance by the County Highway Department with this assurance.

PURSUANT TO THE RULES OF THE COURT, THIS RESOLUTION IS SPONSORED BY THE FOLLOWING MEMBERS OF THE WEAKLEY COUNTY QUARTERLY COURT:

/S/ Dayle L. Windsor

/S/ James H. Westbrooks, Jr.

Acknowledged and Approved:

/S/ Joe C. Hunt, Chairman
, Legislative Committee

Motion made by Esq. Easley Perkins that the foregoing resolution be adopted; Motion seconded by Esq. Dale Windsor.
Passed and approved this the 12th day of January, 1976.

ATTESTED:

/S/ James T. Omer
County Court Clerk

/S/ Charles T. Butts
County Judge