

d. Penalties that may be imposed upon employees for drug abuse violations.

3. Provide, as required by Government Code Section 8355(c), that every employee who works with the proposed activity:

- a. Will receive a copy of the company's drug-free policy statement; and;
- b. Will agree to abide by the terms of the company's drug-free workplace

policies.

Failure to comply with these requirements may result in suspension of payments under the agreement or termination of the agreement, or cancellation of the purchase order, or all that may apply. In addition, the Contractor may be ineligible for award of future agreements or purchase orders if it is determined that any of the following has occurred: (1) the false certification, or (2) failing to carry out the requirements of the certification as noted above.

E. Nondiscrimination and Affirmative Action: By signing this Agreement the Contractor hereby certifies that it shall not discriminate against any employee or applicant for employment because of race religious creed, color, national origin, ancestry, physical handicap, medical condition, marital status or sex. The Contractor will take affirmative action to assure that applicants are employed, and that employees are treated during their employment, without regard to their race, religious creed, color, national origin, ancestry, physical handicap, medical condition, marital status or sex.

XXI -- COMPLAINT RESOLUTION PROCEDURES

A. SBWIB Complaint Resolution Procedures

1. Contractor shall comply with the SBWIB Complaint Resolution procedures, and any changes incorporated therein during the term of this Agreement, in the resolution of complaints alleging a violation of the WIA, the WIA regulations, the grant or any other agreements under the Act. SBWIB's staff shall furnish a copy of the procedures to Contractor upon execution of this Agreement.