

PROVIDENCE HOUSING AUTHORITY



Request for Proposals

Manton Heights Early Childhood Education Center

ISSUE DATE:

THURSDAY, APRIL 17, 2025

PROPOSALS DUE DATE:

WEDNESDAY, JUNE 4, 2025
BY 10:00AM EST

RFP COORDINATOR

ANNETTE MALKHASSIAN

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PROVIDENCE HOUSING AUTHORITY

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PROVIDENCE HOUSING AUTHORITY

TABLE OF CONTENTS

INSTRUCTION TO OFFERORS:

- REQUEST FOR PROPOSALS
- PHA BACKGROUND INFORMATION
- SCOPE OF WORK
- PHA INSTRUCTIONS TO OFFERORS
- HUD 5369-B: INSTRUCTION TO OFFERORS (NON-CONSTRUCTION)
- PROPOSAL CONTENT AND FORMAT
- PROPOSAL EVALUATION FACTORS
- PROPOSAL EVALUATION METHOD

APPENDIX A: PROJECTED BUDGET FOR EARLY EDUCATION PRORAM

- 3-Year Proforma

APPENDIX B: FORMS TO BE SUBMITTED WITH THE PROPOSAL PACKAGE

- HUD 5369-C: CERTIFICATIONS & REPRESENTATIONS OF OFFERORS FOR NON-CONSTRUCTION CONTRACTS
- COMPANY PROFILE FORM
- NON-COLLUSIVE AFFIDAVIT
- CLIENT REFERENCES FORM
- LIST OF SUBCONTRACTORS
- VENDOR DISCLOSURE AGREEMENT
- FAIR EMPLOYMENT PRACTICE STATEMENT
- CERTIFICATION FOR CONTRACTS, GRANTS, LOAN AND COOPERATIVE AGREEMENT
- CONTINGENT FEES STATEMENT

APPENDIX C: SAMPLE CONTRACT DOCUMENTS

- PHA AGREEMENT FOR SERVICES (SAMPLE)
- PART II – TERMS AND CONDITIONS

APPENDIX D: EEO REQUIREMENTS

- STANDARD FEDERAL E.E.O. (EXECUTIVE ORDER 11246)
- LAWS ENFORCED BY E.E.O.

PROVIDENCE HOUSING AUTHORITY

REQUEST FOR PROPOSALS

Early Childhood Education and Support Services

The Housing Authority of the City of Providence, RI is currently seeking a qualified vendor to provide **early childhood education services and supportive services to children ages 18 months – 5 years old and their families** as requested, in the capacity of an Independent Contractor to the PHA. Detailed information regarding the work encompassed under this project is provided in the Scope of Work section of this Request for Proposals.

A mandatory pre-proposal meeting is scheduled to be held on **Tuesday, April 29, 2025, at 11:00 AM**, at the **Manton Heights Community Center at 31 Salmon Street, Providence, RI, with a site tour to follow.** **The PHA believes vendors who attend the Pre-Proposal meeting are more likely to submit more responsible / responsive proposals, and for this reason attendance is a threshold requirement for submitting a proposal to the PHA.**

Address all questions or requests for information (RFI) pertaining to this project and RFP documents to **Annette Malkhassian, Procurement** at AMALKHASSIAN@PROVHOUSING.ORG. All requests for information (RFIs) must be submitted in writing no later than **Friday, May 9, 2025, by 12:00 PM**, prior to when proposals are due. No RFI's will be addressed after this deadline. The RFI Response(s) will be posted to the PHA website for all potential Offerors to review prior to submitting a proposal.

Proposals will be received until **10:00 AM EST on Wednesday June 4, 2025**. Proposers must deliver **one (1) printed original, four (4) copies**, and **one (1) electronic copy of their proposal on a USB drive** in a sealed envelope labeled “**Manton Heights Early Childhood Education Program**” and addressed to the attention of:

Providence Housing Authority
40 Laurel Hill Avenue
Providence, RI 02909
Attention: Annette Malkhassian, Procurement Officer

It shall be the responsibility of each Offeror to consult the Providence Housing website at <https://provhousing.org/working-with-pha/vendors/> for the complete Request for Proposals, to be aware of and to abide by all dates, times, conditions, requirements, and specifications set forth in this RFP and any addendum, and RFI response issued by the Authority, prior to submitting their proposal.

By virtue of completing, signing, and submitting the completed documents, the Offeror is stating his/her agreement to comply with all conditions and requirements set forth within those documents. Please be aware:

- PHA will ***not*** accept proposals submitted by fax or email.
- All proposal submissions must be received by the above deadline.
- The Authority will not be responsible for the receipt of proposals not properly submitted.

Minority and Woman-Owned Businesses are encouraged to submit bids. Bidders will be required to make positive efforts to use small and minority-owned businesses and to offer employment, training, and contracting opportunities in accordance with Section 3 of the Housing and Urban Development Act of 1968 <https://www.ecfr.gov/current/title-24/subtitle-A/part-75>.

PROVIDENCE HOUSING AUTHORITY

Individuals requiring interpreter services for the hearing-impaired should notify Annette Malkhassian by e-mailing at amalkhassian@provhousing.org seventy-two (72) hours prior to the pre-proposal meeting.

The Housing Authority of the City of Providence, Rhode Island

Nicole Morillo, Director of Resident Services

PROVIDENCE HOUSING AUTHORITY

PROVIDENCE HOUSING AUTHORITY BACKGROUND

Founded in 1939, the Providence Housing Authority (PHA) provides and develops quality and safe affordable housing opportunities and services to address the needs of Rhode Island residents. We are committed to the core values of excellence, accountability, innovation, respect, and equity in all that we do.

Today, the PHA provides affordable housing to more than 12,000 residents in the City of Providence. We administer 2,606 public housing units that are home to about 5,613 residents – making us one of the largest landlords in the State. Units are designated as elderly/disabled, family, and scattered sites developments. We also oversee the administration of more than 2,700 tenant-based and project-based Section 8 vouchers, most of which allow low-income families to rent in the private market and host a variety of support programs to help our residents and participants meet their wellness, financial, and employment goals no matter what their age or ability. In addition to in-house services, the PHA provides a wide array of referrals to partners across the state.

The PHA is a quasi-governmental organization, governed by a Board of Commissioners appointed by the Mayor and Providence City Council, and an Executive Director who reports to the Board.

Vision Statement: PHA, working with its residents, will be a best-in-class leader in creating safe, vibrant communities that promote pathways to opportunities and will be a place where people are proud to live and work.

Mission Statement: PHA provides and develops quality and safe affordable housing opportunities and services to address the needs of Rhode Island Residents.

PROVIDENCE HOUSING AUTHORITY

SCOPE OF WORK

I. Introduction

Through this RFP, the PHA seeks to support an increase in the availability of high-quality early childhood education programs and supportive services for preschool children ages 0 – 5 who live in the PHA's Manton Heights public housing community. Through an allocation of funding from a partner foundation, the PHA is developing and piloting a high-quality early childhood education center at the PHA's Manton Heights development. The PHA seeks a highly qualified and licensed early childhood education provider to operate a year-round program in renovated space at the Center. This RFP is open to all types of early childhood education organization applicants – non-profit, government, and for-profit organizations. To meet minimum eligibility criteria, proposers must have operated early childhood education programs for a minimum of three (3) years and must be licensed by the State of Rhode Island to operate an early childhood education program.

II. Project Description and Proposed Activities

The PHA will be the owner of the Manton Heights Early Education Center facility and will provide space, utilities, appropriate furnishings and equipment at no cost to the provider, with the successful respondent serving as the operator of a high-quality, year-round early childhood education program. The PHA will appoint a PHA employee to serve as a Center Director (or Manager) responsible for management of the facility, interacting with the provider, coordinating the participation of PHA Resident Services Department resources to support the program, building additional partnerships to support the Center, coordinating evaluation of program performance, and developing a strategy for sustaining the program beyond the pilot program period.

In partnership with the PHA, the selected licensed provider will recruit, train, develop, and supervise qualified staff who will deliver high-quality early childhood education programming. The provider will be required to actively recruit and retain public housing families for enrollment in the program throughout the duration of the contract with the PHA, with assistance from the PHA. The provider must engage families with high-quality wrap-around services, either through its own staff or through community partnerships, that foster family stability and healthy child development. The PHA has a Resident Services Department that may be the source of some supportive services that families will require. The PHA intends to engage in a three-year contract with a provider, with the option of renewing for an additional year, dependent on operator performance. Respondents must propose a thorough plan for engaging families and serving 42 children who currently reside in the Manton Heights community. If there are not sufficient children who live in the target developments whose families are interested in enrollment, the respondent, with assistance from the PHA, must extend outreach to families in other PHA development communities to fill vacant slots in the program.

III. Description of Site Location

The Manton Heights Early Education Center is a 4-year pilot program that will be located at the Manton Heights Community Center, 31 Salmon Street in Providence, RI. This facility will be renovated to include three classrooms that meet the needs of an early childhood education program. The center will include one pre-school classroom serving 18 children ages 3 – 5 and two toddler rooms serving 24 children (12 children in each classroom) ages 18 months to under three. The PHA anticipates involving the selected provider in the review of the final design of the space, including identification of appropriate furnishings and equipment. A tour of the facility will be part of the pre-proposal conference.

We anticipate that the Center will open in January 2026, however the PHA intends to have the selected provider join the PHA's Resident Services Department in conducting outreach and engagement activities with families, including home visitation, parent workshops, playgroups, and coaching, in the six (6) months preceding the Center's opening as a strategy to recruit families for enrollment in the early education program.

IV. Project Outcomes

The PHA values research that shows high-quality early education programs can improve a child's cognitive, social and emotional development so they are better prepared for success in school and in life. The PHA believes that breaking the cycle of poverty and disadvantage for low-income children is inextricably linked to providing equitable access to high-quality early childhood education and supportive services that foster family stability. Knowing that the children residing at Manton Heights and Hartford Park have been historically underserved, the PHA seeks to partner with a provider of high-quality early childhood education to operate the Manton Heights Early Education Center.

The PHA's goals in establishing this Center are four-fold:

- 1) Children will live in a home environment supportive of learning;
- 2) Parents will have the resources and support necessary to foster healthy child development;
- 3) Children will develop within expected ranges in all domains contained in Rhode Island Early Learning and Development Standards adopted by the RI Board of Education in May 2023; and
- 4) Children will have access to high-quality early childhood development and education programming that results in a high degree of kindergarten readiness.

The PHA and its partners intend to engage a research partner to design and conduct an evaluation of this pilot project.

V. Description of the Target Communities

PHA anticipates that two of its family communities within a 1-mile distance of the facility, Manton Heights and Hartford Park, will carry admission priority. If there is not sufficient

PROVIDENCE HOUSING AUTHORITY

numbers of children in these developments to fill slots in the pilot program, the next preference for admission to the program will be residents of PHA public housing communities.

The Manton Heights development, located in Providence's Olneyville neighborhood, is home to 315 families, of which 66 families have pre-school age children. The total number of children in this age range at Manton Heights is 88. There are no children reported as having a disability in this age range. Of residents who express a racial or ethnic identity, 1% identify as Asian, 24% as Black/African American, 71% as Latino/Hispanic, 1% as Native American, and 68% as White. Sixty-two percent of households speak a language other than English as a first language, with 61% reporting Spanish and 1% Other as first languages. Eighty-four percent of households are headed by a female. The average annual income for Manton Heights residents is \$20,955.

The Hartford Park development, located in Providence's Hartford Park neighborhood, is home to 338 families, of which 105 families have pre-school age children. The total number of children in this age range at Hartford Park is 145. There is one child reported as having a disability in this age range. Of residents who express a racial or ethnic identity, 1% identify as Asian, 26% as Black/African American, 70% as Latino/Hispanic, 1% as Native American, 1% Pacific Islander, and 65% as White. Fifty-two percent of households speak a language other than English as a first language, with 51% reporting Spanish and 1% Other as first languages. Eighty-five percent of households are headed by a female. The average annual income for Hartford Park residents is \$23,222.

Manton Heights existing amenities include an onsite PHA property management office, an indoor basketball court that is part of the facility hosting the early education center pilot program, and an outdoor basketball court and playground in close proximity to the facility.

PHA INSTRUCTIONS TO OFFERORS

General Information:

The Housing Authority of the City of Providence is currently accepting proposals from qualified and experienced vendors to provide a pilot early childhood education program for children 18 months -5 years of age at the Manton Heights public housing development, adhering to all HUD and Rhode Island Department of Human Services requirements. The PHA will provide use of space, furniture, equipment, and utilities at the renovated facility, at no-cost to the vendor. In addition, the PHA's four-year pilot program, through a partnership with a Boston and Rhode Island-based non-profit organizations, will provide tuition support for families of children ages 18 months – 5 years old who do not have a DHS voucher, as well as additional program enrichment support.

Please complete all sections of this RFP and provide the information requested. If additional material is required for one or more questions, please label attachments clearly and reference them in your response. Your response to this RFP will serve as the basis for the consideration of your potential as the chosen vendor.

PROVIDENCE HOUSING AUTHORITY

All research and work performed hereunder must be done in an independent and unbiased manner. Entities or parties having business, personal or social ties to affordable housing will not be precluded from submitting a Proposal in response to this RFP, but all Proposals must be unbiased toward any special interest group, housing variable category, or population demographic. Any connection to a specific group must be disclosed in the Proposal.

Prospective Offerors acknowledge, by downloading and receiving the RFP documents and / or by submitting a proposal, that the submission of a proposal to the Authority is not a right by which to be awarded that proposal, but merely an offer by the prospective Offeror to perform the requirements of the RFP documents in the event the Authority decides to consider an award to that Offeror.

Since the authority will not be aware of all who may submit proposals, it is the responsibility of all Offerors to inquire about any amendment(s) issued to this RFP, prior to each Offeror submitting their proposal. Offerors are responsible for reviewing the entire RFP package, scope of work, amendments (if any), and any other information contained in this Request for Proposals. **All proposals are considered final and must be submitted before the deadline.**

The Authority's Reservation of Rights:

- **Right to Contract with One or Multiple Contractors.**
- **Right to retain all proposals submitted in response to this RFP**, and no firm shall be allowed to withdraw said proposal for a period of 45 days after the deadline for receiving proposals without the written consent of the Authority's Project Manager.
- **Right to Reject, Waive, or Terminate this RFP.** Reject any or all proposals, to waive any informality in this RFP process, or to terminate the RFP process at any time, if deemed by the Authority to be in its best interests.
- **Right to Not Award.** Not to award a contract pursuant to this RFP.
- **Right to Terminate.** Terminate a contract awarded pursuant to this RFP, at any time for its convenience upon ten (10) days written notice to the successful Offeror(s).
- **Right to Determine Time and Location.** Determine the days, hours, and locations that the successful Offeror(s) shall provide the services called for in this RFP.
- **Right to Negotiate.** Negotiate the fees proposed by the Offeror entity.
- **Right to Reject Any Proposal.** Reject and not consider any proposal that does not meet the requirements of this RFP, including but not necessarily limited to incomplete proposals and / or proposals offering alternate or non-requested services.
- **No Obligation to Compensate.** The PHA has no obligation to compensate any Offeror for any costs incurred in responding to this RFP.

Estimated Contract Period:

- Estimated TIME for project: (4) years
- The project start date is anticipated as 1/1/26 for on-site early education programming and 7/1/25 for outreach and engagement of families who will participate in the pilot program.
- Exact dates will be specified in a "Notice to Proceed."

PROVIDENCE HOUSING AUTHORITY

Pre-Proposal Meeting: Tuesday, April 29, 2025, at 11:00 AM EST

- Address: Providence Housing Authority
Manton Heights Community Center
31 Salmon Street
Providence, RI 02909
- Pre-Proposal meeting Notes will be posted to the PHA website at <https://provhousing.org/working-with-pha/vendors/>
- Nothing said at the pre-bid meeting will change the RFP requirements UNLESS an addendum is issued.

Request for Information (“RFI”) Deadline and Procedures: Friday, May 9, 2025, by 1:00 PM EST

- Address all requests for information pertaining to this project and the documents to Annette Malkhassian, Procurement Officer, amalkhassian@provhousing.org
- Allow a minimum of seventy-two (72) hours for a response to any RFIs.
- No RFIs will be addressed after the above deadline.
- RFI responses will be posted to PHA website and emailed to attendees of Pre-bid meeting.

Proposals Due Date: Wednesday, June 4, 2025, prior to 10:00 AM EST

- All proposals must be received before the above deadline.
- The Authority will not be responsible for the receipt of proposals not properly submitted.
- Offerors must deliver submissions in an envelope, marked “**MANTON HEIGHTS EARLY CHILDHOOD EDUCATION PROGRAM**” and addressed to the attention of:

Providence Housing Authority
40 Laurel Hill Avenue
Providence, RI 02909
ATTN: **ANNETTE MALKHASSIAN, PROCURMENT OFFICER**

Offerors Credentials:

- At least five (5) years of experience with similar scope of work as this RFP.
- The vendor must be licensed by the RI Department of Human Services to provide early childhood education in the state of Rhode Island.
- The vendor must have a minimum RI Bright Stars rating of two stars.
- Familiarity of Rhode Island laws and regulations concerning early childhood education.
- Offeror offices and any 3rd party offices must reside within the United States.
- The Offeror must include in their proposal how long after executing a contract they need to begin this endeavor and expected completion date.
- **The Offeror shall not be barred from doing business with HUD / receiving Federal Funds.**

PROVIDENCE HOUSING AUTHORITY

Contract Compliance Statement:

- The Offeror shall state their compliance with all applicable rules and regulations of Federal, State and Local governing entities and that they are not excluded from Federal procurement programs. The offeror must state compliance with the terms of this Request for Proposals (see attachments).
- The Offeror must demonstrate that this proposal meets **all** applicable rules, regulations, permitting, registration, and licensing requirements, whether Local, State and/or Federal. It is the responsibility of the Offeror to determine the applicability of any rule, regulation, or other requirement.

Award of Proposal(s):

The successful Offeror shall be the person / firm who, as determined by this RFP's detailed evaluation process, is the top-rated responsive and responsible Offeror. This also requires that:

- The Offeror's proposal is reasonable,
- The Offeror can deliver the specified items in a timely manner and,
- The proposal is, in the opinion of the Authority, in the Authority's best interest to accept.

All Offerors will be notified in a timely manner of the results of the evaluation after the award has been completed. The Authority does not guarantee that a contract will be awarded because of this Request for Proposals.

Proposal Evaluation:

It is understood by all Offerors / prospective Offerors that the proposals received are not publicly opened and the results will typically not be a matter of public record until the Authority has concluded all evaluations, has chosen a final top-rated Offeror, has completed the award and is ready to issue such results. When the Authority issues such notice, bidders that responded to this RFP can request the results of the evaluation by emailing the Procurement Officer, Annette Malkhassian.

All proposal documents submitted by the Offerors are not necessarily a matter of public record and as a matter of normal course, the proposals submitted by each Offeror will not, until after award has been completed, be available to be viewed by any interested party except as approved by the Authority Legal Counsel (i.e., a Offeror will not, prior to completion of award, be allowed to challenge an apparent top-rated Offeror by inspecting the proposal that the apparent top-rated Offeror submitted). The Authority shall, however, upon request, verify that the proposal documents submitted are/were acceptable.

Offerors will be required to demonstrate their ability to perform the work based on their prior work history, experience, satisfactory references as evidenced by the reviews from the Rhode Island Department of Human Services, technical proficiency, and ability to provide qualified manpower.

PROVIDENCE HOUSING AUTHORITY

The PHA will appoint a Review Committee to review and evaluate proposals responding to this RFP. The proposals will be reviewed and ranked based on the selection criteria below:

Proposal Evaluation Criteria	Maximum Points
Executive Summary	5
Statement of Qualifications	25
Operations Plan	25
Demonstration of High-Quality Programming	35
Financials	10
WMDBE (Additional Points)	6
Maximum Total	106

Cost Incurred in Responding:

- All costs directly or indirectly related to preparation of a response to this Request for Proposals, or any oral presentation required to supplement and / or clarify the submittal which may be required by the PHA shall be the sole responsibility of and shall be borne by Offeror.
- Each firm, by submitting its proposal, waives any claim for liability against the PHA as to loss, injury, and costs or expenses, which may be incurred because of its response to this RFP.

No Deposit / No Retainer:

- The Authority will not pay any deposits or retainer fees and will only pay the successful Respondent(s) for actual work performed.

Right to Negotiate Final Fees:

The Authority shall retain the right to negotiate the amount of fees that are paid to the successful Offeror, meaning the fees proposed by the top-rated Offeror during negotiations may, at the Authority's options, be the basis for the beginning of negotiations. Such negotiations shall begin after the Authority has chosen a top-rated Offeror. If such negotiations are not, in the opinion of the Project Manager, successfully concluded **within five (5) business days**, the Authority shall retain the right to end such negotiations and begin negotiations with the next-rated Offeror.

Rejection of Proposals:

Each proposal will be initially reviewed to determine if it meets the submission requirements as stated in this RFP. The Authority, in its sole discretion, will reject a response as non-responsive if:

- The forms furnished by PHA are not used or are altered;
- The proposed service costs are not submitted in the format required or attached as directed;
- If all required forms do not accompany the proposal;

PROVIDENCE HOUSING AUTHORITY

- If there are unauthorized additions, conditional or alternative proposals, or irregularities of any kind that may tend to make the proposal incomplete, indefinite, or ambiguous;
- If the Offeror adds any provisions reserving the right to accept or reject any award or to enter into a contract pursuant to an award;
- The Authority determines the proposed early education program cost is beyond what the Authority deems is reasonable and / or what it may be able to spend on the project.

The Authority reserves the right, at any time during the proposal process, to reject any or all proposals received. In the case of rejection of all proposals, the Authority reserves the right to advertise for new proposals or to proceed to do the work otherwise, if in the judgment of the Authority, the best interest of the Authority will be promoted.

Cancellation of Award:

The Authority reserves the right to, without any liability, cancel the award of any proposal(s) at any time before the execution of the contract documents by all parties.

Contract Award:

- The contract award is expected to be made as soon as the PHA's review of submitted proposals has been completed and an award has been approved by the PHA's Board of Commissioners.
- Upon receipt of the Notice of Award and Contract, the Contractor shall review, sign, and submit a signed Contract for the performance of this project no later than the date indicated on the Notice of Award.
- The contract period is **three (3) years**, with the option to renew for one additional year, beginning on the date indicated on the Notice to Proceed issued by the Providence Housing Authority.
- The Authority reserves the right to reject any or all proposals, to waive for all applicants any information in the specifications or bidding process or to cancel in whole or in part this solicitation if it is in the best interest of the Authority to do so.
- **All proposed budget figures are considered firm.**

Change Orders:

- The Authority considers all amounts final. Change Orders will be scrutinized and will not be considered for existing conditions that are known or that Offeror should have known. This includes but is not limited to conditions present at the Pre-Bid Meeting.

Personnel:

- All employees of the Contractor, subcontractors, or other representatives shall be skilled in the type of work for which they are employed on the project and shall work under the direction of a competent early education center director.

PROVIDENCE HOUSING AUTHORITY

- All employees of the Contractor, subcontractors, and/or other representatives shall be licensed as required by local, state, and/or federal regulations to perform the type of work for which they are employed on the project.
- All employees of the Contractor, subcontractors, and/or other representatives shall be legally able to work in the United States.
- The Contractor is responsible for all personnel involved in the work, including those of his direct employ, his sub-contractors and suppliers of materials and equipment and/or labor.
- Should the Authority deem anyone employed in the work incompetent or unfit for their duties, the Contractor shall remove such employee from the work and shall not re-employ them for work within the Authority on this project or any other project without prior written permission from the Authority. The Contractor shall select and employ the replacement personnel.
- The Contractor, its employees, subcontractors, and/or other representatives shall wear an identifying employee badge while working on the Authority properties.
- The Contractor must submit a sample of their ID badge prior to signing a contract if requested.
- All personnel shall be neat in appearance and shall conduct their work in a professional manner.
- The Contractor shall furnish the necessary qualified supervision to oversee all operations.
- The Contractor shall enforce strict discipline and good order among employees.

Work Schedule:

- The Contractor shall provide appropriate staffing to perform work in a timely manner.

Licenses & Permits:

- The Contractor will ensure all required licensing requirements are met and maintained.
- The Contractor and Contractor's employees and agents shall secure and maintain in force such licenses and permits as are required by law and shall conform to all Federal, State, and local laws, ordinances, and regulations covering the work under the contract.
- The Contractor shall provide to the Authority copies of these and any other required licenses.
- Failure to maintain licenses in current status during this Contract shall constitute a material breach and shall be grounds for termination.
- The Offeror is responsible for complying with all governmental licensing requirements and associated business regulations whether Local, State or Federal. It is the responsibility of the Offeror to determine the applicability of any rule, regulation or other training or certification requirement.
- **The Authority is exempt from the payment of all taxes and fees to the State of Rhode Island and to the City of Providence.**

PROVIDENCE HOUSING AUTHORITY

Insurance:

- The winning Offeror will be required to **name the Authority as an additional insured** and maintain the insurance for the duration of the Contract in amounts specified in this RFP.

Requirements for Child Care or Education Services

PHA will cause any of its subcontractors and other third parties providing child care or education related services approved pursuant to this MOU, acting through, for, or on behalf of PHA in connection with the provision of the services and/or deliverables under this MOU, to maintain, at each subcontractor's or other third party's expense, the following insurance in full force and effect throughout the Term from an insurance carrier having an A.M. Best rating of "A-" or better:

<u>Coverage</u>	<u>Minimum Limits</u>
Workers' Compensation Employers' Liability	Statutory limits for the State of Rhode Island \$2,000,000 each accident bodily injury \$2,000,000 bodily injury by disease each employee
Commercial General Liability	\$2,000,000 per occurrence bodily injury and property damage \$2,000,000 per occurrence personal and advertising injury \$3,000,000 products-completed operations aggregate \$3,000,000 general annual aggregate
Commercial Automobile Professional Liability	\$2,000,000 per occurrence (owned, non-owned, hired vehicles) \$1,000,000 each claim or occurrence \$1,000,000 aggregate If coverage is on a claims-made form, then coverage shall be maintained for a period of three years following the conclusion of the Term.
Abusive Conduct Liability	\$3,000,000 each claim or occurrence \$3,000,000 aggregate If coverage is on a claims-made form, then coverage shall be maintained for a period of ten years or the applicable statute of repose, whichever is greater, following the conclusion of the Term.

Coverage limits may be satisfied through a combination of primary and Umbrella/Excess policies. Umbrella/Excess policies shall follow form of the underlying coverage.

The winning Offeror will be required to provide a certificate of comprehensive liability / auto / workers compensation insurance.

PROVIDENCE HOUSING AUTHORITY

- Proof of such coverage must be presented to the Authority upon request.
- Failure to maintain insurance as required during the term(s) of this Contract shall constitute a material breach thereof and shall be grounds for termination.
- The Contractor is responsible for the full cost of any loss.

Sub-Contracting:

- Unauthorized sub-contracting is prohibited. The successful Offeror shall not assign any right, nor delegate any duty for the work proposed pursuant to this Request for Proposals (including, but not limited to, selling, or transferring the contract) without the prior written consent of the Authority.
- Any purported assignment of interest or delegation of duty, without the prior written consent of the Authority shall be void and may result in the cancellation of the contract with the Authority or may result in the full or partial forfeiture of funds paid to the successful Offeror as a result of the proposed contract.
- The Contractor shall not award work to any subcontractor other than those listed in his/her submitted proposal.

Equal Employment Opportunity:

The Offeror shall affirm that it does not have to subscribe to any personnel policy which permits or allows for discrimination in the employment promotion, demotion, dismissal or laying off of any individual due to his/her race, creed, color, national origin, age, gender, gender identity, disability, or any other protected class, and that it has not been charged or found guilty of any such discriminatory practice.

Diversity Business Enterprise (DBE) Program Requirements:

Consistent with Presidential Executive Orders 11625, 12138, and 12432, the Offeror shall make efforts to ensure that minority, women, and small business enterprises are utilized whenever possible. Efforts to achieve minority, women and small business participation shall include, but shall not be limited to:

- Placing qualified small and minority businesses and women's business enterprises on solicitation lists.
- Ensuring that small and minority businesses and women's business enterprises are solicited whenever they are potential sources.
- Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses and women's business enterprises.
- Establishing delivery schedules, where the requirements of the contract permit, which encourage participation by small and minority businesses and women's business enterprises.

PROVIDENCE HOUSING AUTHORITY

- Using the services and assistance of the U.S. Small Business Administration, the Minority Business Development Authority of the U.S. Department of Commerce, and State and local governmental small business agencies.
- Firms submitting proposals are encouraged to consider subcontracting portions of the engagement to small firms owned or controlled by socially and economically disadvantaged individuals. The proposed subcontracting firms must be clearly identified in the proposal. Following the award of the contract, no additional subcontracting of the services provided herein will be allowed without the express prior written consent of the Authority.

Breach of Agreement:

- If the Contractor fails to fulfill its obligations under this contract in a timely and proper manner or if it shall violate any of the terms of the contract, the Authority shall have the right to immediately terminate such contract and withhold payments in excess of fair compensation for work completed.
- The term "breach of agreement" specifically includes, but is not limited to, failure to comply with any applicable Federal, State or Local laws, regulations or contract duty.

Termination:

- The PHA shall have the right to terminate a contract at any time and reserves the right to terminate a contract for its convenience or in the event it shall abandon or indefinitely postpone the program. Such termination shall be accomplished by written notice delivered to the Contractor. Payment to the Contractor shall be made for work performed prior to receipt of the termination notice, together with the Contractor's reasonable, subject to PHA approval, cost for closing down its work, and the Contractor shall have no claim for loss of anticipated profits or any additional compensation.
- Despite the above, the Contractor shall not be relieved of liability to the PHA for damages sustained by virtue of any breach by the Contractor.

Termination of Contract for Cause:

- If, through any cause, the Contractor shall fail to fulfill in timely and proper manner the obligations under this Contract, or if the Contractor shall violate any of the covenants, agreements, or stipulations of this Contract, the Authority shall thereupon have the unilateral right to terminate this Contract by giving written notice to the Contractor of such termination and specifying the effective date thereof, at least five days before the effective date of such termination. In such event, all finished or unfinished documents, data, studies, and reports prepared by the Contractor under this Contract shall, at the option of the Authority, become its property and the Contractor shall be entitled to receive just and equitable compensation for any satisfactory work completed on such documents.
- Despite the above, the Contractor shall not be relieved of liability to the Authority for damages sustained by the Authority by virtue of any breach of the Contract by the Contractor, and the Authority may withhold any payments to the Contractor for the

PROVIDENCE HOUSING AUTHORITY

purpose of setoff until such time as the exact amount of damages due the Authority from the Contractor is determined.

Termination of Convenience of the Authority:

- The Authority may terminate this Contract at any time by a notice in writing from the Authority to the Contractor. If the Contract is terminated by the Authority for Convenience, the Contractor will be paid an amount that bears the same ratio to the total compensation as the services actually performed bear to the total services covered by this Contract, less payments of compensation previously made: Provided, however, that if less than sixty per cent (60%) of the services covered by this Contract have been performed upon the effective date of such termination, the Contractor may be reimbursed for that portion of the actual out-of-pocket expenses (not otherwise reimbursed under this Contract) incurred by the Contractor during the Contract period that are directly attributable to the uncompleted portion of the services covered by this Contract. If this Contract is terminated due to the fault of the Contractor, Termination for Cause or Convenience will be determined by the Authority in its sole discretion.

PROPOSAL CONTENT AND FORMAT

The Authority intends to retain the firm(s) pursuant to a “**Best Value**” basis, not a “**Low Bid**” basis (“Best Value,” in that The Authority will, as detailed in the following section, consider factors other than cost in making an award(s)). To allow for easier comparison of responses during evaluation, all responses must contain the following tabs and include page numbers in the following format with components clearly identified by cover page:

Tab 1: Executive Summary (5 Points):

The Executive Summary must include a clear statement of the respondent's understanding of this RFP and the objectives of the Authority. At a minimum, include:

- Name of the applicant, contact person and contact information;
- Year in which organization was founded;
- Copy of license to provide early education services in the State of Rhode Island;
- Provide certification of your organization's most recent BrightStars rating;
- Organizational capacity description;
- Statement concerning experience in staffing and managing early childhood education programs of similar size that serve diverse, low-income families;
- Identification of the Offeror or Offeror's team and any sub-contractors that would be a part of the team;
- Description of the responsibilities of the project team; and
- Summary of the services to be provided.

Tab 2: Statement of Experience, Qualifications, and Personnel Listing (25 Points):

PROVIDENCE HOUSING AUTHORITY

The Offeror must provide detailed information and documentation under this section describing their relevant experience, qualifications, and personnel to perform the work under this RFP. Included in this section are:

- Describe your organization's experience in operating early childhood education programs serving diverse pre-school children ages 18 months – 5, include number of years.
- Describe the expertise and experience of the professionals who would be assigned to work with the PHA, particularly the person who would be the PHA's primary day-to-day contact.
- Describe your organization's financial strength. Include evidence of financial stability, including, but not limited to copies of audited financial statements for the most recent three fiscal years.
- Describe the salary range and benefits package provided to all staff who participate in current early learning childcare programming.
- Describe the racial, ethnic, and linguistic composition of your organization.
- Provide a clear and concise rationale as to why the PHA should select your organization over other qualified organizations.
- Provide at least three references, with contact information, regarding your work, using the form located in Appendix B
- Describe any partnerships you have in place to provide wrap-around services for families, including the types of services provided.

Tab 3: Operations Plan/Scope of Services (25 Points):

Describe in detail how the firm will deliver the scope of services. Include a detailed description of tasks, deliverables, and timeframes as follows:

- Describe your organizations' plan for operating an early childhood education center in cooperation with the PHA's onsite needs and uses. Include details of how the Center will operate, including service times, general curriculum, and wrap-around services provided to children and their families.
- Describe your model for staff recruitment, professional development, supervision, and retention.
- Provide an estimate of how many staff will be required and sample qualifications and backgrounds of that staff.
- Describe how you would work with the PHA to engage the parents of preschool children 18 months – 5 years in the time period prior to the opening of the Center through outreach and programs designed to foster enrollment of children when the Center opens.
- Describe how you plan to recruit and retain students living in Manton Heights and Hartford Park in a manner that incorporates existing early education and care centers and providers and to not disrupt the market but to complement (expand access versus moving children from one Center to another).

PROVIDENCE HOUSING AUTHORITY

- Provide a description of your data collection and tracking systems that will serve to track students' developmental and educational progress and how your organization will provide reports of this data to PHA.
- Describe how your organization will provide daily reports of this data to the guardians of the children enrolled. If an electronic system is used, provide the system name and an example of the captured daily information.
- Provide a proposed timeline for three years of operation, with specific benchmarks to determine if the Center's early education program is on track.
- Describe any litigation or other like proceeding against your organization or any of its early education and childcare staff, whether current or pending, during the past five (5) years.
- Indicate if you have closed any of your childcare and/or early education centers in the past five (5) years.

TAB 4: Demonstration of High-Quality Programming (35 Points):

- Describe your plans to ensure that the early childhood education programming will be high-quality (beyond just health and safety requirements) and reflect the domains, components, learning goals, and indicators contained in Rhode Island's Early Learning and Development Standards.
- Describe your commitment to move up the quality continuum utilizing the State's Quality Improvement System (QRI), also known as BrightStars.
- Describe your family engagement activities, and how your events intend to build community that includes (incorporates), children, teachers, families, program leaders, and PHA staff.
- Describe your program's anticipated outcomes.
- Describe your plan for evaluating outcomes of your programming.
- Describe the training and development of your organization's current early education staff, including how they participate in professional development provided by the State of RI Department of Health and Human Service.

Tab 5: Financials and Cost Analysis Form (Appendix A) (10 Points):

- Provide a proposed one-year budget for operation of an early education program serving approximately 36 pre-school children 24 children 18 months – under three years, and 18 children 3 – 5 years.
- Indicate a financial model for sustainability of this early education program. Applicants must include a five-year proforma using the PHA's required form, (See Appendix A) to provide the PHA with an understanding of the future sustainability of the program beyond the 4-year pilot period.
- Describe the type and level of insurance (including the deductible amount) carried by your organization that would be relevant for the project to cover errors and omissions, improper judgements, or negligence. Provide evidence of such insurance.

PROVIDENCE HOUSING AUTHORITY

Each Offeror must provide a five-year proforma in the prescribed forms for the listed project **in a sealed envelope attached only to TAB 5 in the original copy of the submission**. Please note that the proforma proposal for this service is inclusive of all elements required to deliver and present the scope of services as specified herein.

Tab 5: Required HUD and PHA Forms (Appendix B):

All forms must be fully completed and submitted under this section as part of the response submittal.

- HUD 5369-C CERTIFICATIONS & REPRESENTATIONS OF OFFERORS FOR NON-CONSTRUCTION CONTRACT
- COMPANY PROFILE FORM
- NON-COLLUSIVE AFFIDAVIT
- CLIENT REFERENCES FORM
- LIST OF SUBCONTRACTORS
- VENDOR DISCLOSURE AGREEMENT
- FAIR EMPLOYMENT PRACTICE STATEMENT
- CERTIFICATION FOR CONTRACTS, GRANTS, LOAN AND COOPERATIVE AGREEMENT
- CONTINGENT FEES STATEMENT

PROPOSAL EVALUATION OVERVIEW

The PHA will appoint a Review Committee to review and evaluate proposals responding to this RFP.

Selection Process

Each proposal received by PHA will be initially reviewed to determine if it meets the submission requirements as stated in the RFP. The PHA, in its sole discretion, may reject a proposal as non-responsive if:

- The forms furnished by the PHA are not used or are altered, or if the proposed costs are not submitted as required or where provided;
- If all requested attachments do not accompany the submitted proposal;
- If there are unauthorized additions, conditional or alternative proposals, or irregularities of any kind which may tend to make the proposal incomplete, indefinite, or ambiguous;
- If the proposer adds any provisions reserving the right to accept or reject any award or to enter into a contract pursuant to an award; and/or
- The PHA determines the proposed cost is beyond what the agency deems is reasonable and/or what it may reasonably be able to spend on the project.

The PHA will reject a proposal from a proposer that has been suspended or debarred by any local, state, or federal agency from providing services to public housing authorities and reserves the right to reject the proposal of any respondent who has previously failed to perform

PROVIDENCE HOUSING AUTHORITY

any contract properly for the PHA. The PHA will reject a proposal with a RI BrightStar rating level below 2 stars.

The Review Committee will assess proposals that meet the submission criteria and assign evaluative points for each of the criteria listed in Proposal Evaluation Criteria. Based on the results of the preliminary application of the evaluation criteria by the Selection Committee, the three highest ranked proposers may be invited to participate in interviews with and/or provide a presentation to the Selection Committee. The PHA will conduct site visits to an early childhood education program operated by the top ranked proposers as part of the evaluation process. Following the interviews of and/or presentations providers by proposers and a site visit, Selection Committee members will make a final ranking of the proposals based in the evaluation criteria in the Proposal Evaluation Criteria listed in section entitled Proposal Evaluation. The PHA will make an award to the top-ranked most responsive and responsible proposer determined by the evaluation process, presentations, site visit(s), negotiations, best and final offers, PHA's business needs, and the proposer's ability to deliver the specified deliverables in a timely manner. Once the committee has ranked proposals, PHA initiate contract negotiations with the highest ranked respondent. If negotiations between the PHA and the highest ranked respondent fail to produce a mutual agreement, the PHA will terminate those negotiations and proceed with contract negotiations with the next highest ranked proposer. At the PHA's own discretion, it may continue that process until a mutual agreement is reached between the PHA and a proposer.

Proposals will be evaluated based on the criteria outlined in this Request for Proposals (RFP). If an award is granted based on this solicitation, it will be conferred upon the highest-rated **responsive and responsible** "Offeror" who, in the discretion of the Authority, most effectively fulfills the factors specified in this RFP and aligns with the Authority's long-term goals and needs. Furthermore, any Contract resulting from this RFP will be subject to additional requirements or restrictions imposed by the U.S. Department of Housing and Urban Development (HUD) and the Rhode Island department of Human Services.

The proposals will be reviewed and ranked based on the selection criteria below:

Proposal Evaluation Factor	Factor Description	Maximum Points
Executive Summary	Proposer has provided a summary that includes a description of the organization's history and description of the team to deliver the outcomes of the proposed program in accordance with the scope of services.	5
Statement of Qualifications	Organization has been in business for 5 or more years providing early childhood education services similar to those described in the scope of	25

PROVIDENCE HOUSING AUTHORITY

	services to low-income, diverse families, is licensed to provide early childhood education services in Rhode Island	
Operations Plan	The Offeror has provided a comprehensive description of how it would deliver the services and outcomes identified in the scope of services in the RFP.	25
Demonstration of High-Quality Programming	Current programming provided by the Offeror is at a 3 or higher BrightStars rating	35
Financials	Organization is financially stable and has presented a comprehensive budget for operating a high-quality early childhood education program.	10
Maximum Total		100

An **additional six (6) points** will be added to the final score for companies registered as **(MBE)** or **(WBE)**. Registered businesses must provide a copy of their Certification to receive these additional points. The State of Rhode Island Office of Diversity, Equity & Opportunity website offers comprehensive information on the certification process and defines the category of individuals eligible to certify as a W/MBE

Minority Business Enterprise (MBE) means a business enterprise that is at least 51% owned and controlled by one or more minority or socially and economically disadvantaged persons. Such disadvantage may arise from cultural, racial, chronic economic circumstances or other similar causes.

Women's Business Enterprise (WBE) is an independent business concern that is at least 51% owned and controlled by one or more women who are U.S. citizens or Legal Resident Aliens; whose business formation and principal place of business are in the U.S. or its territories; and whose management and daily operation is controlled by a woman with industry expertise.

PROPOSAL EVALUATION METHOD

1. Initial Evaluation for Responsiveness:

Each proposal received will first be evaluated for responsiveness (i.e. meets the minimum of the requirements).

2. Evaluation Packet:

An evaluation packet will be prepared for each evaluator, including the following documents:

PROVIDENCE HOUSING AUTHORITY

- Instructions to Evaluators
- Proposal Tabulation Form
- Written Narrative Form for each Offeror
- Copy of all pertinent RFP documents

3. Evaluation Committee:

The Authority anticipates selecting a minimum of a three-person committee to evaluate each of the responsive “hard copy” proposals submitted in response to this RFP. This Committee will be comprised of PHA employees and a representative(s) of the Boston and Rhode Island-based non-profit organizations partnering with the PHA for the Manton Heights Early Childhood Education pilot Program. PLEASE NOTE: No Offeror shall be informed at any time during or after the RFP process as to the identity of any evaluation committee member. If, by chance, an Offeror does become aware of the identity of such person(s), he / she SHALL NOT make any attempt to contact or discuss with such person anything related to this RFP. The designated Project Manager is the only person at the Authority that the Offerors shall contact pertaining to this RFP. Failure to abide by this requirement may (and most likely will) cause such Offeror(s) to be eliminated from consideration for award.

4. Evaluation:

The appointed evaluation committee, independent of the Project Manager or any other person at the Authority, shall evaluate the responsive proposals submitted and award points pertaining to Evaluation Factors. Upon final completion of the proposal evaluation process, the evaluation committee will forward the completed evaluations to the Procurement Officer.

The Authority reserves the right to, as detailed within Section 7.2.N through Section 7.2.R of HUD Procurement Handbook 7460.8 REV 2, conduct a “Best and Finals” Negotiation, which may include oral interviews, with any individual / firms deemed to be in the competitive range. Any individual / firm deemed not to be in the competitive range shall be notified of such in writing by The Authority in as timely a manner as possible, but in any case within no longer than ten (10) days after the beginning of such negotiations with the individual / firms deemed to be in the competitive range.

5. Determination of Top-ranked Offeror:

The points awarded by the evaluation committee will be forwarded to the Procurement Officer who will tally each of the scoring sheets to determine the highest score.

If the evaluation was performed to the satisfaction of the Procurement Officer, the final rankings will be submitted for final approval and reviewed by the evaluation committee. Contract negotiations may, at the Authority's option, be conducted prior to or after approval.

6. Ties:

In the case of a tie in points awarded, the award shall be decided as detailed within Section 6.12.C of HUD Procurement Handbook 7460.8 REV 2, by “drawing lots or other random means of selection.”

PROVIDENCE HOUSING AUTHORITY

7. Notice of Results of Evaluation:

If an award is completed, Offerors have the option to request the results of the evaluation by e-mailing the Procurement Officer at AMalkhassian@provhousing.org. Such notice shall inform all Offerors of:

- Which Offeror received the award;
- Where each Offeror placed in the process as a result of the evaluation of the proposals received.

8. Restrictions:

All persons having familial (including in-laws) and / or employment relationships (past or current) with principals and / or employees of an Offeror entity will be excluded from participating on the evaluation committee. Similarly, all persons having ownership interest in and / or contract with an Offeror entity will be excluded from participating on the evaluation committee.

PROVIDENCE HOUSING AUTHORITY

APPENDIX A

FORMS TO BE SUBMITTED WITH THE PROPOSAL PACKAGE

- BUDGET PROFORMA
- PROJECT COST BREAKDOWN

PROVIDENCE HOUSING AUTHORITY

BUDGET PROFORMA

Project: Manton Heights Early Childhood Education Center
Proposal Due: Wednesday, June 4, 2025, by 10:00 AM EST

Date: _____

Contractor: _____

Owner / Officer – Title: _____

Address: _____

City, State, Zip Code: _____

Email: _____

To:
Providence Housing Authority
40 Laurel Hill Avenue
Providence, RI 02909
Attention: Annette Malkhassian, Procurement Officer

The undersigned, having become familiar with the local conditions affecting the cost of the work and project requirements for the above named project at various properties located in Providence, Rhode Island, including Proposal Requirements, Contract Documents, Drawings, Technical Specifications and Amendments, if any thereto, and on file at the office of the Authority, hereby proposes to furnish all labor, materials, equipment and services required to complete the work, all in accordance therewith for the following sums of money.

Notes:

- * Providence Housing Authority is Tax Exempt.
- * Proposals shall be both written in words and shown in figures.

PROJECT TOTAL {from project cost breakdown}:

\$

Words

Figures

PROVIDENCE HOUSING AUTHORITY

Project Cost Breakdown

Please use the form on the next page

Required Operating Proforma: Manton Heights Early Education Center

PROPOSER NAME:

		Year 1		Year 2		Year 3	
Age Range	Number of Children enrolled in the Center	Weekly Rate	Annual Cost for Total Number of Children in Category	Weekly Rate	Annual Cost for Total Number of Children in Category	Weekly Rate	Annual Cost for Total Number of Children in Category
Infants (6 weeks to 18 months)	8						
Toddlers (over 18 months - 3 years)	24						
Pre-school (over 3 years - under 5 years)	36						

Projected Tuition Resources		
Age Range	% of Private Pay Tuition Children	% of Tuition Subsidy Children
Infants (6 weeks to 18 months)		
Toddlers (over 18 months - 3 years)		
Pre-school (over 3 Years - under 5 years)		

REVENUE			
REVENUE TYPE	YEAR 1 AMOUNT	YEAR 2 AMOUNT	YEAR 3 AMOUNT
Private Pay Tuition			
Tuition Subsidy			
Federal Food Program			

Early Head Start Partnership Grant			
Head Start Grant			
Other Grants			
Other Fees from Parents			
Other Revenue			
TOTAL REVENUE			

Please provide trend information and/or assumptions used in the revenue projections above:

EXPENSE TYPE

Teaching Staff

POSITION	YEAR 1		YEAR 2		YEAR 3	
	AMOUNT	FTE	AMOUNT	FTE	AMOUNT	FTE
Head Teacher Salary						
Head Teacher Salary						
Teacher						
Teacher						
Teacher						
Teacher						
Teacher						
Assistant Teacher						
Assistant Teacher						
Assistant Teacher						
Assistant Teacher						
Insert Additional Staff Position						
Insert Additional Staff Position						
Insert Additional Staff Position						

TOTAL TEACHING STAFF						
-----------------------------	--	--	--	--	--	--

Support Staff

	YEAR 1		YEAR 2		YEAR 3	
<i>POSITION</i>	AMOUNT	FTE	AMOUNT	FTE	AMOUNT	FTE
Program Administrator						
CEO						
Office Manager						
Social Worker						
Family Liaison						
Education Coordinator						
Insert Additional Staff Position						
Insert Additional Staff Position						
Insert Additional Staff Position						
TOTAL SUPPORT STAFF						

Other Expenses

EXPENSE TYPE	YEAR 1	YEAR 2	YEAR 3	DESCRIPTION
Benefits (retirement, dental, health etc.)				
Payroll Taxes/FICA				
Stipends				
Staff Training & Enrichment				
Consultants				
Food & Catering				

Office Supplies				
Program Supplies & Expenses				
Licensing				
Advertising				
Fundraising				
Insurance (liability)				
Other, please specify				
Other, please specify				
Other, please specify				
TOTAL OTHER EXPENSES				

TOTAL PROGRAM EXPENSES				
-------------------------------	--	--	--	--

Please provide trend information and/or assumptions used in the expense projections above:

PROVIDENCE HOUSING AUTHORITY

The Offeror acknowledges below, by number and date, the receipt of Amendments to this Request for Proposals.

In submitting this proposal, it is understood that the right is reserved by the Authority to reject any and all proposals and to waive any informalities. If written notice of the acceptance of this proposal is mailed, telegraphed, or delivered to the undersigned within 90 days after the opening thereof, or at any time thereafter before this proposal is withdrawn, the undersigned agrees to execute and deliver a contract in the prescribed form and furnish the required certificates of required insurance within seven (7) days after the contract is awarded to him/her.

Attached hereto is an Affidavit (Appendix A) in proof that the undersigned has not entered into any collusion with any person in respect to this proposal or any other proposal or the submitting of proposals for the contract for which this proposal is submitted.

The Offeror represents that he/she **() has, () has not** participated in a previous contract or subcontract subject to the equal opportunity clause prescribed by Executive Orders 10923, 1114, or 11246 or the Secretary of Labor: that he/she **() has, () has not**, filed all required compliance reports; and that representations indicating submission of required compliance reports, signed by proposed subcontractors, will be obtained prior to subcontract awards. The above representation need be submitted only in connection with contracts or subcontracts exceeding \$10,000.00.

Certification of Non-segregated Facilities. By signing this Proposal, the Offeror certifies that he/she does not maintain or provide for his/her employees any segregated facilities at any of his/her establishments, and that he/she does not permit his/her employees to perform their services at a location, under his/her control, where segregated facilities are maintained. The Offeror agrees that a breach of this certification is a violation of the Equal Opportunity Clause in this contract. As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, and housing facilities, provided for employees which are segregated on the basis of race, color, religion, or national origin, because of habit, local custom or otherwise. He/she further agrees that (except where he/she has obtained identical certifications from proposed subcontractors for specific time periods) he/she will obtain identical certifications from proposed subcontractors prior to the award of subcontracts exceeding \$10,000.00; that he/she will retain such certifications in his /her files; and that he/she will forward a notice to his/her proposed subcontractors as provided in the Instructions to Offerors.

PROVIDENCE HOUSING AUTHORITY

Vendor Address:

Telephone:

Email:

Federal ID Number:

Contractor Registration Number:

MBE/WMBE Registration Number:

Subscribed and sworn to before me this

____ day of _____, 20____.

(Notary Public)

My commission expires _____, 20____.

PROVIDENCE HOUSING AUTHORITY

Vendor Name:

By:

Title:

Signature and Date:

Owner, if bidder is an individual.

Partner, if bidder is a partnership.

Officer, if bidder is a corporation, affix seal.

{Corporate Seal}



PROVIDENCE HOUSING AUTHORITY

APPENDIX B

FORMS TO BE SUBMITTED WITH THE PROPOSAL PACKAGE

- HUD 5369-C: CERTIFICATIONS & REPRESENTATIONS OF OFFERORS FOR NON-CONSTRUCTION CONTRACTS
- COMPANY PROFILE FORM
- NON-COLLUSIVE AFFIDAVIT (Notarized)
- CLIENT REFERENCES FORM
- LIST OF SUBCONTRACTORS
- VENDOR DISCLOSURE AGREEMENT
- FAIR EMPLOYMENT PRACTICE STATEMENT (Notarized)
- CERTIFICATION FOR CONTRACTS, GRANTS, LOAN, AND COOPERATIVE AGREEMENT (Notarized)
- CONTINGENT FEES STATEMENT (Notarized)

PROVIDENCE HOUSING AUTHORITY

COMPANY PROFILE FORM

Company: _____

Address: _____

Email: _____

Phone: _____

Please attach a brief biography / resume of the company, including the following information:

- a) Year Firm Established;
- b) Year Firm Established in RI, if applicable;
- c) Former Name and Year Established, if applicable;
- d) Name of Parent Company and Date Acquired, if applicable;

Identify Principles/Partners in the Firm:

Name	Title	% Of Ownership

Identify the individual(s) that will act as project manager(s) and any other supervisory personnel that will work on the project and submit a brief resume for each.

Name	Title

Please mark all of the following that apply to the ownership of this firm and enter where provided the correct percentage (%) of ownership of each:

- | | |
|---|---|
| <input type="checkbox"/> Government Agency _____% | <input type="checkbox"/> Public-Held Corporation _____% |
| <input type="checkbox"/> Non-Profit Organization _____% | <input type="checkbox"/> Partnership _____% |
| <input type="checkbox"/> Limited Liability Company _____% | <input type="checkbox"/> Sole Proprietorship _____% |
| <input type="checkbox"/> Corporation _____% | |

Minority Business Enterprise (MBE) or Woman-Owned Business Enterprise (WBE). Qualifies by virtue of fifty-one percent (51%) or more of ownership and active management by one or more of the following:

- | | |
|--|---|
| <input type="checkbox"/> African American _____% | <input type="checkbox"/> Native American _____% |
| <input type="checkbox"/> Hispanic American _____% | <input type="checkbox"/> Asian/Indian American _____% |
| <input type="checkbox"/> Asian/Pacific American _____% | <input type="checkbox"/> Caucasian _____% |
| <input type="checkbox"/> Hasidic Jew _____% | <input type="checkbox"/> Woman-Owned (WBE) _____% |
| <input type="checkbox"/> Other (Specify) _____% | |

PROVIDENCE HOUSING AUTHORITY

WMBE Certification Number: _____

Certified By: _____

(NOTE: A CERTIFICATION NUMBER IS NOT REQUIRED TO PROPOSE – ENTER IF AVAILABLE)

Federal Tax ID Number: _____

State of RI License Type and Number: _____

Worker's Compensation Insurance Carrier: _____

Policy Number: _____ **Expiration Date:** _____

General Liability Insurance Carrier: _____

Policy Number: _____ **Expiration Date:** _____

Professional Liability Insurance Carrier: _____

Policy Number: _____ **Expiration Date:** _____

FELONY DISCLOSURE:

Has any principal(s) or any person(s) proposed to perform the work ever been convicted of a felony?

Yes () / No ()

If "Yes," please attach a full detailed explanation, including dates, circumstances, and current status.

PLEASE NOTE: The Agency reserves the right to not make award to any proposer that has staff who has been convicted of a felony if the Agency feels that doing such is in its best interests.

DEBARRED STATEMENT:

Has this firm or any principal(s) ever been debarred from providing any services by the Federal Government, any state government, the State of Rhode Island, or any local government agency? **Yes () / No ()**

If "Yes," please attach a full detailed explanation, including dates, circumstances, and current status.

CONFLICT OF INTEREST:

Does this firm or any principal(s) have any current / past personal or professional relationship with any Officer or Commissioner of the Providence Housing Authority? **Yes () / No ()**

If "Yes," please attach a full detailed explanation, including dates, circumstances, and current status.

The undersigned Offeror hereby states that by completing and submitting this form, he / she is verifying that all information provided herein is, to the best of his / her knowledge, true and accurate, and agrees that if the Providence Housing Authority discovers that any information entered herein is false, that shall entitle the Providence Housing Authority to not consider, make award, or cancel any award with the undersigned party.

Company: _____

Address: _____

Printed Name: _____ **Title:** _____

Signature: _____ **Date:** _____

PROVIDENCE HOUSING AUTHORITY

NON-COLLUSIVE AFFIDAVIT

State of _____

County of _____

_____ being first duly sworn, deposes and says:

That (he / she) is (the owner / partner / officer) of the firm of:

the party making the foregoing proposal/bid, that such proposal/bid is genuine and not collusive or sham; that said Offeror/bidder has not colluded, conspired, connived or agreed, directly or indirectly, with any Offeror/bidder or person, to put in a sham proposal/bid or to refrain from bidding, and has not in any manner, directly or indirectly, sought by agreement or collusion, or communication or conference, with any person, to fix the proposal/bid price of affiant or of any other Offeror/bidder, to fix overhead, profit, or cost element of said proposal/bid price, or that of any other Offeror/bidder, or to secure any advantage against the Housing Authority of the City of Providence, Rhode Island, or any person interested in the proposed contract; and that all statements in said proposal/bid are true.

Signature & Title:

Owner: if the Offeror/bidder is an individual

Partner: if the Offeror/bidder is a partnership

Officer: if the Offeror/bidder is a corporation

Subscribed and sworn to before me this

_____ day of _____, 20____.

(Notary Public)

My commission expires _____, 20____

CLIENT REFERENCES SHEET

Client Name: _____
Address: _____
Contact Person: _____
Email: _____
Phone Number: _____

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

PROVIDENCE HOUSING AUTHORITY

LIST OF SUBCONTRACTORS

The Respondent must identify whether they intend to use any subcontractors for the scope of work for which it is responding and/or if the response is a joint venture with another firm. All information required from the Respondent under the preceding sections must also be included for any major Subcontractors (defined as 10% or more of project work) or from any joint venture.

Company Name: _____
Trade: _____
Address: _____
Contact Person: _____
Email: _____
Phone Number: _____
SAM.gov ID Number: _____

Company Name: _____
Trade: _____
Address: _____
Contact Person: _____
Email: _____
Phone Number: _____
SAM.gov ID Number: _____

Company Name: _____
Trade: _____
Address: _____
Contact Person: _____
Email: _____
Phone Number: _____
SAM.gov ID Number: _____

PROVIDENCE HOUSING AUTHORITY

VENDOR DISCLOSURE AGREEMENT

Entity Completing Form: _____
Address: _____
Company Contact Name: _____
Telephone: _____

The Providence Housing Authority requires the following written disclosure prior to award:

Every contractor, union, or vendor that is seeking or has previously obtained a contract, change order, or individual transactions in an aggregate of \$3,000.00, shall provide to the Procurement Office a written disclosure of any conflicts of interest that may exist.

Relationship to a Providence Housing Authority employee, Board Member, or Agent* involved in making the award. A relationship can be defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister; a partner; or an organization which employs, is negotiating to employ, or has an arrangement concerning prospective employment of any of the above.

* Agent is defined as the Providence Housing Authority legal counsel

- ☐ I certify that I am not related to a Providence Housing Authority employee, Board member, or Agent
☐ I am not aware of any relatives being employed by the Providence Housing Authority
☐ I am related to an individual and disclose the following information:

Name(s) of Individual(s):
Address(es) of Individual(s):

I certify that all the information above is true and complete. I also understand that if my situation changes during any contractual period, that I will disclose the change in writing to the Procurement Officer at the PHA>

Signature: _____
Date: _____

PROVIDENCE HOUSING AUTHORITY

FAIR EMPLOYMENT PRACTICE STATEMENT

STATE OF _____

COUNTY OF _____

After being first duly sworn according to law, the undersigned (Affiant) states that he/she is _____ of _____ (Offeror) and that by its employment policy, standards and practices the Offeror does not subscribe to any personnel policy which permits or allows for the promotion, demotion, employment, dismissal of, laying off of any individual due to his/her race, creed, color, national origin, age sex, disability or any other protected class.

Signature

Type/Print Name

Subscribed and sworn to before me this

_____ day of _____, 20____.

(Notary Public)

My commission expires _____, 20____

PROVIDENCE HOUSING AUTHORITY

CERTIFICATION FOR CONTRACTS, GRANTS, LOAN, AND COOPERATIVE AGREEMENT

The undersigned certifies, to the best of his or her knowledge and belief, that:

- 1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any persons, for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement and the extension, continuation, renewal, amendment or modification of any Federal contract, grant, loan, or cooperative agreement.
- 2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.
- 3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U. S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Executed this ____ day of _____, 20__

By: _____
(Signature of Authorized Official)

(Printed Name of Authorized Official)

Subscribed and sworn to before me this

_____ day of _____, 20__.

(Notary Public)

My commission expires _____, 20__

PROVIDENCE HOUSING AUTHORITY

CONTINGENT FEES STATEMENT

State of _____

County of _____

In accordance with the Providence Housing Authority's policy, it is a breach of ethical standards for a person to be retained, or to upon an agreement or understanding for a contingent commission, percentage, or brokerage fee, except for retention of bona fide employees or bona fide established commercial selling agencies for the purpose of securing business. After being first duly sworn according to law, the undersigned (affiant) states that he/she is the _____, of _____ (Offeror) and that the Offeror has not retained anyone in violation of the foregoing.

And further Affiant sayeth not.

By: _____
Title: _____

Subscribed and sworn to before me this

_____ day of _____, 20____.

(Notary Public)

My commission expires _____, 20____

APPENDIX C

SAMPLE CONTRACT DOCUMENTS

- PHA AGREEMENT FOR SERVICES (SAMPLE)
- PART II – TERMS AND CONDITIONS

PROVIDENCE HOUSING AUTHORITY

SAMPLE PHA AGREEMENT FOR SERVICES

Contract No. XX-XXX

THIS AGREEMENT, is made and entered into this **Month, Day, Year** by and between **Vendor Name** located at **Address** a (State of incorporation) Corporation, hereinafter called the "**Contractor**" and **The Housing Authority of the City of Providence, Rhode Island**, a public body and a body corporate and politic existing under the General Laws of the State of Rhode Island, hereinafter called the "**Authority**":

WITNESS, that the Contractor and the Authority for the consideration stated herein mutually agree:

ARTICLE 1. Statement of Work:

The Contractor shall furnish all labor, materials, and services to perform **Name of Project** for the Authority at **XXX** location(s) throughout the City of Providence in accordance with: all applicable HUD rules and regulations, the Authority's Request for Proposal, dated **XX/XX/XXXX**, Part II – Terms and Conditions, and the Contractor's Proposal, dated **XX/XX/XXXX**, all of which are hereby incorporated by reference and made a part hereof.

The specific deliverables are: _____

ARTICLE 2. The Contract Price:

The Authority shall pay the Contractor for the performance of this entire contract, in current funds, subject to additions and deductions as provided herein, the **XXXX and 00/100 Dollars (\$XX,XXX.00)**.

ARTICLE 3. Method of Payment:

Portions of the contract price, as stated in ARTICLE 2., shall be paid within thirty (30) days after receipt of an approved invoice. If the delivery of any services and/or material purchased under this contract is provided in stages, then, for each of the agreed stages, a partial payment will be made. The Contractor is issued **Contract Number XX-XXX** by the Authority. This number must be indicated on all invoices in order to be processed for payment.

Billing Address: Attn: Finance Department
Providence Housing Authority
100 Broad Street
Providence, RI 02903

Email invoices to: Finance@provhousing.org

ARTICLE 4. Time of Performance:

This Contract/Project will commence on or about **XX/XX/XXXX** and shall be completed on or before **XX/XX/XXXX**.

ARTICLE 5. Contract Documents:

The Contract shall consist of the following component parts:

- a. This Instrument
- b. Part II – Additional Terms and Conditions
- c. Request for Proposals, Dated **XX/XX/XXXX**
- d. Contractor's Proposal, Dated **XX/XX/XXXX**
- e. Addendum # **XX** (if applicable) Dated **XX/XX/XXXX**
- f. PHA and HUD required forms
- g. State of RI required forms

PROVIDENCE HOUSING AUTHORITY

ARTICLE 6. Additional Compliance:

Contractor shall comply with all pertinent Federal, state, and municipal laws and regulations, and all pertinent Amendments thereto, including but not limited to:

- Federal and State Confidentiality, Privacy and Data Security;
- Title VII of the Civil Rights Act of 1964;
- The Pregnancy Discrimination Act;
- The Equal Pay Act of 1963;
- The Age Discrimination in Employment Act of 1967;
- Title I of the Americans with Disabilities Act of 1990;
- Sections 102 and 103 of the Civil Rights Act of 1991;
- Sections 501 and 505 of the Rehabilitation Act of 1973;
- The Genetic Information Nondiscrimination Act of 2008; and
- Executive Order 11246 as Amended, including Parts I through IV.

Vendors, Non-Affiliated Third Parties, and Contractors shall implement and maintain reasonable data security procedures and practices appropriate to the size and scope of the organization, the nature of the information, and the purpose for which the information was collected to protect the Personal Information (PI) from Unauthorized Access, Use, Modification, Destruction, or Disclosure.

THIS INSTRUMENT, together with all documents enumerated in ARTICLE 5. and / or those included in said RFP are fully a part of this Contract as if hereto attached, constitute the entire agreement between the parties, and shall not be modified except in writing signed by both parties to this Agreement. If any provision in any component part of these Contract documents conflicts with any provision of any other component part, the provision required by HUD, and/or that is most beneficial to the Authority, shall govern.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed in two (2) original counterparts on the day and year first written on page one of **Contract Number XX-XXX**, all of which, when taken together, constitute one and the same agreement.

Witness

Witness

The Providence Housing Authority

Melissa Sanzaro,
Executive Director
100 Broad Street
Providence, RI 02903

Vendor

TITLE

ADDRESS

CITY, STATE ZIP

PROVIDENCE HOUSING AUTHORITY

CERTIFICATION

I, _____, certify that I am the _____ of the corporation named as Contractor herein, that _____ who signed this contract on behalf of the Contractor, was then Vice President of said corporation, that said Contract was duly signed for and in behalf of said corporation by authority of its governing body, and is within the scope of its corporate powers:

[Corporate Seal]



By: _____

{THIS AREA INTENTIONALLY BLANK}

PROVIDENCE HOUSING AUTHORITY

PART II - TERMS AND CONDITIONS

1. Breach of Agreement:

If the Contractor fails to fulfill any obligation under this contract in a timely and proper manner or if it shall violate any of the term(s) of this contract, the PHA shall have the right to immediately terminate such contract and withhold payments in excess of fair compensation for work completed. The term "breach of agreement" specifically includes, but is not limited to, failure to comply with any contract terms, applicable Federal, State or Local laws or regulations.

2. Termination:

The PHA shall have the right to terminate this contract at any time and reserves the right to terminate this contract for its convenience or in the event it shall abandon or indefinitely postpone the program. Such termination shall be accomplished by written notice delivered to the Contractor. Payment to the Contractor shall be made for work performed prior to issuance of the termination notice, together with the Contractor's reasonable, subject to PHA prior written approval, cost for closing down its work, and the Contractor shall have no claim for loss of anticipated profits or any additional compensation.

Despite the above, the Contractor shall not be relieved of liability to the PHA for damages sustained by virtue of any breach by the Contractor and/or its subcontractor(s).

3. Termination of Contract for Cause:

If, through any cause, the Contractor shall fail to fulfill in timely and proper manner the obligations under this Contract, or if the Contractor shall violate any of the covenants, agreements, or stipulations of this Contract, the Authority shall thereupon have the right to terminate this Contract by giving written notice to the Contractor of such termination and specifying the effective date thereof, at least five days before the effective date of such termination. In such event, all finished or unfinished documents, data, studies, and reports prepared by the Contractor under this Contract shall, at the option of the Authority, become its property and the Contractor shall be entitled to receive just and equitable compensation for any satisfactory work completed on such documents.

Despite the above, the Contractor shall not be relieved of liability to the Authority for damages sustained by the Authority by virtue of any breach of the Contract by the Contractor, and the Authority may withhold any payments to the Contractor for the purpose of setoff until such time as the exact amount of damages due the Authority from the Contractor is determined.

4. Termination for Convenience of Authority:

The Authority may terminate this Contract any time by a notice in writing from the Authority to the Contractor. If the Contract is terminated by the Authority for Convenience, the Contractor will be paid an amount that bears the same ratio to the total compensation as the services actually performed bear to the total services covered by this Contract, less payments of compensation previously made. If this Contract is terminated due to the fault of the Contractor, Termination for Cause or Convenience will be determined by the Authority in its sole discretion.

5. Changes:

The Authority may, from time to time, request changes in the Scope of Services from the Contractor to be performed hereunder. Such changes, including any increase or decrease in the amount of the Contractor's compensation, shall only be effective if prior written agreement by the Authority's Contracting Officer is obtained. Such agreement(s) shall be considered written amendments to this Contract.

6. Personnel:

- a. The Contractor represents that they have, or will secure at their own expense, all personnel required in performing the services under this Contract. Such personnel shall not be employees of or have any contractual relationship with the Authority.

PROVIDENCE HOUSING AUTHORITY

- b. All the services required hereunder will be performed by the Contractor or under their supervision and all personnel engaged in the work shall be fully qualified and shall be authorized or permitted under State and local law to perform such services.
- c. No person who is serving sentence in a penal or correctional institution shall be employed on work under this Contract.

7. Anti-Kickback Rules:

Salaries of architects, draftsmen, technical engineers, and technicians performing work under this Contract shall be paid unconditionally and not less often than once a month without deduction or rebate on any account except only such payroll deductions as are mandatory by law or permitted by the applicable regulations issued by the Secretary of Labor pursuant to the "Anti-Kickback Act" of June 13, 1934 (48 Stat. 948; 62 Stat. 740; 63 Stat. 108; title 18 U.S.C., section 874; and title 40 U.S.C., section 276c). The Contractor shall comply with all applicable "Anti-Kickback" regulations and shall insert appropriate provisions in all subcontracts covering work under this Contract to ensure compliance by subcontractors with such regulations and shall be responsible for the submission of affidavits required of subcontractors thereunder except as the Secretary of Labor may specifically provide for variations of or exemptions from the requirements thereof.

8. Withholding of Salaries:

If, in the performance of this Contract, there is any underpayment of salaries by the Contractor or by any subcontractor thereunder, the Authority shall withhold from the Contractor out of payments due to him an amount sufficient to pay to employees underpaid the difference between the salaries required to be paid and the salaries actually paid such employees for the total number of hours worked. The amounts withheld shall be dispersed by the Authority for and on account of the Contractor or subcontractor to the respective employees to whom they are due.

9. Claims and Disputes Pertaining to Salary Rates:

If applicable, claims and disputes pertaining to salary rates or to classifications of architects, draftsmen, technical engineers and technicians performing work under this Contract shall be promptly reported in writing by the Contractor to the Authority for the latter's decision which shall be final.

10. Equal Employment Opportunity:

During the performance of this Contract, the Contractor agrees:

- a. The Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin or any protected class. The Contractor shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, national origin or protected class. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Authority setting forth the provisions of this nondiscrimination clause.
- b. The Contractor shall, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants shall receive consideration for employment without regard to race, color, religion, sex or national origin.
- c. The Contractor shall cause the foregoing provisions to be inserted in all subcontracts for any work covered by this Contract so that such provisions will be binding upon each subcontractor, provided that the foregoing provisions shall not apply to contracts or subcontracts for standard commercial supplies or raw materials.

11. Discrimination Because of Certain Labor Matters:

No person employed on the work covered by this Contract shall be discharged or in any way discriminated against because they have filed any complaint or instituted or caused to be instituted any proceeding or

PROVIDENCE HOUSING AUTHORITY

have testified or are about to testify in any proceeding under or relating to the labor standards applicable hereunder to their employer.

12. Compliance with Local, State, and Federal Laws:

The Contractor / Contractor's firm shall comply with all applicable laws, ordinances, and codes of Federal, State, and local governments, including but not limited to all discrimination laws.

13. Subcontracting Assignability:

None of the services covered by this Contract shall be subcontracted without the prior written consent of the Authority. The Contractor shall be fully responsible to the Authority for the acts and omissions of their subcontractors, and of persons either directly or indirectly employed by said contractors.

Unauthorized sub-contracting is prohibited. The successful proposer shall not assign any right, nor delegate any duty for the work proposed pursuant to this RFP (including, but not limited to, selling, or transferring the contract) without the prior written consent of the PHA. Any purported assignment of interest or delegation of duty, without the prior written consent of the PHA, shall be void and may result in the cancellation of the contract with the PHA or may result in the full or partial forfeiture of funds paid to the successful proposer as a result of the proposed contract.

14. Assignability:

The Contractor shall not assign any interest in this Contract and shall not transfer any interest in the same (whether by assignment or novation) without the prior written approval of the Authority: Provided, however, that claims for money due or to become due the Contractor from the Authority under this Contract may be assigned to a bank, trust company, or other financial institution, or to a Trustee in Bankruptcy, without such approval. Notice of any such assignment or transfer shall be furnished promptly to the Authority.

15. Interest of Members of Authority:

No member of the governing body of the Authority, and no other officer, employee, or agent of the Authority who exercises any functions or responsibilities in connection with the carrying out of the duties to which this Contract pertains, shall have any personal interest, direct or indirect, in this Contract.

16. Interest of Other Local Public Officials:

No member of the governing body of the locality in which this contract's scope is situated, and no other public official of such locality, who exercises any functions or responsibilities in the review or approval of the carrying out of the duties of this Contract, shall have any personal interest, direct or indirect, in this Contract.

17. Interest of Certain Federal Officials:

No member of or Delegate to the Congress of the United States, and no Resident Commissioner, shall be admitted to any share or part of this Contract or to any benefit to arise herefrom.

18. Interest of Contractor:

The Contractor covenants that they presently have no interest and shall not acquire any interest, direct or indirect, in the above-described Project Area or any parcels therein or any other interest which would conflict in any manner or degree with the performance of their services hereunder. The Contractor further covenants that in the performance of this Contract no person having any such interest shall be employed.

19. Findings Confidential:

All of the reports, information, work product, advice, data, etc., prepared or assembled by the Contractor under this Contract are confidential and the Contractor agrees that they shall not be made available to any individual or organization without the prior written approval of the Authority.

20. Royalties and Patents:

The Contractor shall pay all royalties and license fees. It shall defend all suits or claims for infringement of any patent rights and shall save the Authority harmless from loss on account thereof; except that the Authority shall be responsible for all such loss when a particular design, process or the product of a particular

PROVIDENCE HOUSING AUTHORITY

manufacturer or manufacturers is specified and the Contractor has no reason to believe that the specified design, process, or product is an infringement. If, however, the Contractor has any reason to believe that any design, process or product specified is an infringement of a patent, the Contractor shall promptly notify the Contracting Officer. Failure to give such notice shall make the Contractor responsible for resultant loss.

21. Examination and Retention of Contractor's Records:

- a. The Authority, HUD, or Comptroller General of the United States, or any of their duly authorized representatives shall, until three (3) years after final payment under this contract, have access to and the right to examine any of the Contractor's directly pertinent books, documents, papers, or other records involving transactions related to this contract for the purpose of making audit, examination, excerpts, and transcriptions.
- b. The Contractor shall include in first-tier subcontracts under this contract a clause substantially the same as paragraph (a) above. "Subcontract", as used in this clause, excludes purchase orders not exceeding \$10,000.
- c. The periods of access and examination in paragraphs (a) and (b) above for records relating to (1) appeals, (2) litigation or settlement of claims arising from the performance of this contract, or (3) costs and expenses of this contract to which the Authority, HUD, or Comptroller General or any of their duly authorized representatives has taken exception shall continue until disposition of such appeals, litigation, claims or exceptions.

22. Warranty of Title:

The Contractor warrants good title to all materials, supplies, and equipment incorporated in the work and agrees to deliver the premises together with all improvements thereon or any material delivered under this contract free from any claims, liens or charges, and agrees further that neither it nor any other person, firm or corporation shall have any right to a lien upon the premises or anything appurtenant thereto.

23. Insurance:

The Contractor is required to obtain an endorsement to the comprehensive general liability policy to include owners' and contractors' protective liability coverage to protect the Authority from any claims arising from the contractor's operations. Before beginning this contract's engagement, the Contractor and each subcontractor shall furnish the Authority with Certificates of Insurance showing that the following insurance is in force and will insure all deliverables under the contract. All insurance shall be carried with companies that are financially responsible and authorized to do business in Rhode Island.

- A. **Workers' Compensation** in accordance with Rhode Island Worker's Compensation Laws for all employees engaged under this contract.
- B. **Professional Liability Insurance.** Professional liability insurance coverage of at least \$1,000,000.
- C. **Commercial General Liability** which is comprehensive general Liability insurance with bodily injury and property damage. The minimum amount of required coverage is \$500,000 per occurrence; \$1,000,000 aggregate. The policy shall cover all operations of the contractor in connection with the project. and Contractor shall hold PHA harmless for any injuries to persons and/or property on site.
- D. **Automobile Liability** on owned, non-owned and hired motor vehicles used on or in connection with the site(s) for a combined single limit for bodily injury and property damage of not less than \$500,000 per occurrence.
- E. The Certificates of Insurance noted in paragraphs (b), (c), and (d) shall indicate that the policy holder has added the Authority as an Additional Insured. Within ten (10) days of Award of work, Contractor shall provide the PHA with a copy of the actual Insurer's policy endorsement evidencing it has added the PHA as an Additional Insured on Contractor's policy(ies).
- F. **Hold Harmless and Indemnification.** Nothing in this Agreement shall be construed to mean that Providence the Housing Authority assumes any liability for damages or otherwise on account of accidents

PROVIDENCE HOUSING AUTHORITY

to persons or property, including but not limited to accidents arising or resulting from Contractor's operations. Contractor shall be solely responsible for supervising all its own, and its sub-contractors, and operations, including but not limited to losses arising from the willful and/or negligent actions of its own and/or its sub-contracted staff and all personal injuries occurring due to the execution of this contract's duties.

- G. **Indemnification.** Except to the extent caused by the negligence of the Housing Authority, Contractor shall indemnify, protect and hold harmless the Housing Authority to the fullest extent permitted by law from and against all liabilities, costs (including reasonable attorney fees), losses and claims of any kind or nature imposed on, incurred by, or asserted against the Housing Authority arising out of the active or passive negligence or willful actions of Contractor, and/or its sub-contractors, in any way connected with the completion of the work and its/their operations. Contractor shall, at its own expense, pay all expenses and provide attorneys reasonably acceptable to the Housing Authority to defend and/or seek enforcement of the provisions hereof on behalf of the Housing Authority in matters regarding the indemnity contained herein. The terms and conditions of this provision shall survive the term/period of performance of this Agreement.

24. Additional Provisions:

- a. **Prohibition Against Gratuities:** It shall be a breach of ethical standards for any person to offer, give or agree to give any employee or former employee, or for any employee or former employee to solicit, demand, accept or agree to accept from another person, a gratuity or an offer of employment in connection with any decision, approval, disapproval, recommendation, preparation of any part of a program requirement or a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, auditing or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy or other particular matter, pertaining to any program requirement of a contract or subcontract or to any solicitation or proposal therefore.
- b. **Prohibition Against Kickbacks:** It shall be a breach of ethical standards for any payment gratuity or offer of employment to be made by or on behalf of a sub consultant under a contract to the prime contractor or any person associated therewith, as an inducement for the award of a subcontract or order.
- c. **Assignment-Consent Required:** The provisions of a contract shall inure to the benefit of and shall be binding upon the respective successors and assignees of the parties hereto. Such contract nor any of the rights and obligations of the Contractor hereunder shall not be assigned, subcontracted or transferred in whole or in part without the prior written consent of the PHA. Any such assignment transfer or subcontract shall not release the Contractor from its obligation hereunder. Any approved assignee shall assume each and every obligation of the Contractor hereunder and PHA may contract with or reimburse any such assignee without waiving any of its rights against the Contractor.
- d. **Entire Contract:** Such contract shall set forth the entire Agreement between the parties with respect to the subject matter hereof and shall govern the respective duties and obligations of the parties until and unless a more formal Agreement is entered into between the parties.
- e. **Force Majeure:** No party to such contract shall have any liability to the other hereunder by reason of any delay or failure to perform any obligation or covenant if the delay or failure to perform is occasioned by any act of God, force majeure, storm, fire, casualty, civil disturbance, riot, war, national emergency, act of Government, act of public enemy or other cause of similar nature beyond its control.
- f. **Ownership of Documents:** All data and records prepared or obtained under this Agreement shall be made available, upon request, to the PHA without restriction or limitation on their use.
- g. **Access to Records:** The Contractor shall maintain books, records, documents, and other evidence directly pertinent to performance of work under this Agreement in accordance with accepted professional practice and appropriate accounting procedures and practices. Audits conducted pursuant to this provision shall be in accordance with generally accepted auditing standards and formally established audit regulations, procedures and guidelines of the reviewing or audit agency.

The PHA shall have exclusive ownership of all proprietary interest in, and the right to full and exclusive possession of all data, information, materials, and documents obtained, discovered, or produced by Contractor pursuant to the terms of this Contract, including but not limited to reports, memoranda, letters,

PROVIDENCE HOUSING AUTHORITY

or other correspondence and materials obtained during the performance of services or tasks under this Contract.

- h. **Personally Identifiable Information (PII) and Findings Confidential:** Contractor shall comply with the Privacy Act of 1974 (the Act) and all laws, rules, and regulations issued pursuant to it in the collection and use of protected Personally Identifiable Information. All reports, information, data, etc., prepared or assembled by or for the Contractor and/or PHA under this Agreement containing private or confidential data (except as may be expressly authorized) or any other such protected information shall not be made available to any individual or organization other than the PHA without the prior written approval of the PHA.

Contractor shall comply with the RI Identity Theft Protection Act and all other pertinent data security and cyber security: laws, HUD regulations and commercially reasonable best practices.

- i. **Modification of Contract:** Such Contract may be modified only by written amendment executed by all parties.
- j. **Partnerships/Joint Ventures:** Such Agreement shall not in any way be construed or intended to create a partnership or joint venture between the parties or among any of the parties. None of the parties of a contract shall hold itself out in a manner contrary to the terms of this Contract. No party shall become liable for any representation, act, or omission of any other party contrary to the terms of this Contract.
- k. **Waiver:** No waiver of any provision of such contract shall affect the right of the PHA thereafter to enforce such provision or to exercise any right or remedy available to it in the event of any other default.
- l. **Conflict:**
If any term of any contract and/or document in this matter conflicts with any term of any other contract and/or document in this matter, the term(s) most favorable to the PHA shall prevail.

APPENDIX D

EEO REQUIREMENTS

- STANDARD FEDERAL E.E.O. (EXECUTIVE ORDER 11246)
- LAWS ENFORCED BY E.E.O.

PROVIDENCE HOUSING AUTHORITY

STANDARD FEDERAL E.E.O. **(Executive Order 11246, as Amended)**

Executive Order 11246 — Equal Employment Opportunity

SOURCE: The provisions of Executive Order 11246 of Sept. 24, 1965, appear at 30 FR 12319, 12935, 3 CFR, 1964–1965 Comp., p.339, unless otherwise noted.

Under and by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

PART I — NONDISCRIMINATION IN GOVERNMENT EMPLOYMENT

[Part I superseded by EO 11478 of Aug. 8, 1969, 34 FR 12985, 3 CFR, 1966–1970 Comp., p. 803]

PART II - NONDISCRIMINATION IN EMPLOYMENT BY GOVERNMENT CONTRACTORS AND SUBCONTRACTORS

Subpart A – Duties of the Secretary of Labor

SEC. 201

The Secretary of Labor shall be responsible for the administration and enforcement of Parts II and III of this Order. The Secretary shall adopt such rules and regulations and issue such orders as are deemed necessary and appropriate to achieve the purposes of Parts II and III of this Order.

[Sec. 201 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

Subpart B – Contractors' Agreements

SEC. 202

Except in contracts exempted in accordance with Section 204 of this Order, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

During the performance of this contract, the contractor agrees as follows:

- a. The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.
- b. The contractor will, in all solicitations or advancements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
- c. The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.
- d. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

PROVIDENCE HOUSING AUTHORITY

- e. The contractor will comply with all provisions of Executive Order No. 11246 of Sept. 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
- f. The contractor will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
- g. In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be cancelled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order No. 11246 of Sept. 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.
- h. The contractor will include the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to Section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

[Sec. 202 amended by EO 11375 of Oct. 13, 1967, 32 FR 14303, 3 CFR, 1966–1970 Comp., p. 684, EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230, EO 13665 of April 8, 2014, 79 FR 20749, EO 13672 of July 21, 2014, 79 FR 42971]

SEC. 203

- a. Each contractor having a contract containing the provisions prescribed in Section 202 shall file, and shall cause each of his subcontractors to file, Compliance Reports with the contracting agency or the Secretary of Labor as may be directed. Compliance Reports shall be filed within such times and shall contain such information as to the practices, policies, programs, and employment policies, programs, and employment statistics of the contractor and each subcontractor, and shall be in such form, as the Secretary of Labor may prescribe.
- b. Bidders or prospective contractors or subcontractors may be required to state whether they have participated in any previous contract subject to the provisions of this Order, or any preceding similar Executive order, and in that event to submit, on behalf of themselves and their proposed subcontractors, Compliance Reports prior to or as an initial part of their bid or negotiation of a contract.
- c. Whenever the contractor or subcontractor has a collective bargaining agreement or other contract or understanding with a labor union or an agency referring workers or providing or supervising apprenticeship or training for such workers, the Compliance Report shall include such information as to such labor union's or agency's practices and policies affecting compliance as the Secretary of Labor may prescribe: Provided, that to the extent such information is within the exclusive possession of a labor union or an agency referring workers or providing or supervising apprenticeship or training and such labor union or agency shall refuse to furnish such information to the contractor, the contractor shall so certify to the Secretary of Labor as part of its Compliance Report and shall set forth what efforts he has made to obtain such information.
- d. The Secretary of Labor may direct that any bidder or prospective contractor or subcontractor shall submit, as part of his Compliance Report, a statement in writing, signed by an authorized officer or agent on behalf of any labor union or any agency referring workers or providing or supervising apprenticeship or other training, with which the bidder or prospective contractor deals, with supporting information, to the effect that the signer's practices and policies do not discriminate on the grounds of race, color, religion, sex, sexual orientation, gender identity, or national origin, and that the signer either will affirmatively cooperate in the implementation of the policy and provisions of this Order or that it consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the order. In the event that the union, or the agency shall refuse to execute such a statement, the Compliance Report shall so certify and set

PROVIDENCE HOUSING AUTHORITY

forth what efforts have been made to secure such a statement and such additional factual material as the Secretary of Labor may require.

[Sec. 203 amended by EO 11375 of Oct. 13, 1967, 32 FR 14303, 3 CFR, 1966–1970 Comp., p. 684; EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230, EO 13672 of July 21, 2104, 79 FR 42971]

SEC. 204

- a. The Secretary of Labor may, when the Secretary deems that special circumstances in the national interest so require, exempt a contracting agency from the requirement of including any or all of the provisions of Section 202 of this Order in any specific contract, subcontract, or purchase order.
- b. The Secretary of Labor may, by rule or regulation, exempt certain classes of contracts, subcontracts, or purchase orders (1) whenever work is to be or has been performed outside the United States and no recruitment of workers within the limits of the United States is involved; (2) for standard commercial supplies or raw materials; (3) involving less than specified amounts of money or specified numbers of workers; or (4) to the extent that they involve subcontracts below a specified tier.
- c. Section 202 of this Order shall not apply to a Government contractor or subcontractor that is a religious corporation, association, educational institution, or society, with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by such corporation, association, educational institution, or society of its activities. Such contractors and subcontractors are not exempted or excused from complying with the other requirements contained in this Order.
- d. The Secretary of Labor may also provide, by rule, regulation, or order, for the exemption of facilities of a contractor that are in all respects separate and distinct from activities of the contractor related to the performance of the contract: provided, that such an exemption will not interfere with or impede the effectuation of the purposes of this Order: and provided further, that in the absence of such an exemption all facilities shall be covered by the provisions of this Order.

[Sec. 204 amended by EO 13279 of Dec. 16, 2002, 67 FR 77141, 3 CFR, 2002 Comp., p. 77141 – 77144]

Subpart C – Powers and Duties of the Secretary of Labor and the Contracting Agencies

SEC. 205

The Secretary of Labor shall be responsible for securing compliance by all Government contractors and subcontractors with this Order and any implementing rules or regulations. All contracting agencies shall comply with the terms of this Order and any implementing rules, regulations, or orders of the Secretary of Labor. Contracting agencies shall cooperate with the Secretary of Labor and shall furnish such information and assistance as the Secretary may require.

[Sec. 205 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

SEC. 206

- a. The Secretary of Labor may investigate the employment practices of any Government contractor or subcontractor to determine whether or not the contractual provisions specified in Section 202 of this Order have been violated. Such investigation shall be conducted in accordance with the procedures established by the Secretary of Labor.
- b. The Secretary of Labor may receive and investigate complaints by employees or prospective employees of a Government contractor or subcontractor which allege discrimination contrary to the contractual provisions specified in Section 202 of this Order.

[Sec. 206 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

SEC. 207

The Secretary of Labor shall use his/her best efforts, directly and through interested Federal, State, and local agencies, contractors, and all other available instrumentalities to cause any labor union engaged in work under Government contracts or any agency referring workers or providing or supervising apprenticeship or training for or in the course of such work to cooperate in the implementation of the purposes of this Order. The Secretary of Labor shall, in appropriate cases, notify the EEOC, the Department of Justice, or other appropriate Federal

PROVIDENCE HOUSING AUTHORITY

agencies whenever it has reason to believe that the practices of any such labor organization or agency violate Title VI or Title VII of the Civil Rights Act of 1964 or other provision of Federal law.

[Sec. 207 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

SEC. 208

- a. The Secretary of Labor, or any agency, officer, or employee in the executive branch of the Government designated by rule, regulation, or order of the Secretary, may hold such hearings, public or private, as the Secretary may deem advisable for compliance, enforcement, or educational purposes.
- b. The Secretary of Labor may hold, or cause to be held, hearings prior to imposing, ordering, or recommending the imposition of penalties and sanctions under this Order. No order for debarment of any contractor from further Government contracts under Section 209(6) shall be made without affording the contractor an opportunity for a hearing.

Subpart D – Sanctions and Penalties

SEC. 209

In accordance with such rules, regulations, or orders as the Secretary of Labor may issue or adopt, the Secretary may:

- a. Publish, or cause to be published, the names of contractors or unions which it has concluded have complied or have failed to comply with the provisions of this Order or of the rules, regulations, and orders of the Secretary of Labor.
- b. Recommend to the Department of Justice that, in cases in which there is substantial or material violation or the threat of substantial or material violation of the contractual provisions set forth in Section 202 of this Order, appropriate proceedings be brought to enforce those provisions, including the enjoining, within the limitations of applicable law, of organizations, individuals, or groups who prevent directly or indirectly, or seek to prevent directly or indirectly, compliance with the provisions of this Order.
- c. Recommend to the Equal Employment Opportunity Commission or the Department of Justice that appropriate proceedings be instituted under Title VII of the Civil Rights Act of 1964.
- d. Recommend to the Department of Justice that criminal proceedings be brought for the furnishing of false information to any contracting agency or to the Secretary of Labor as the case may be.
- e. After consulting with the contracting agency, direct the contracting agency to cancel, terminate, suspend, or cause to be cancelled, terminated, or suspended, any contract, or any portion or portions thereof, for failure of the contractor or subcontractor to comply with equal employment opportunity provisions of the contract. Contracts may be cancelled, terminated, or suspended absolutely or continuance of contracts may be conditioned upon a program for future compliance approved by the Secretary of Labor.
- f. Provide that any contracting agency shall refrain from entering into further contracts, or extensions or other modifications of existing contracts, with any noncomplying contractor, until such contractor has satisfied the Secretary of Labor that such contractor has established and will carry out personnel and employment policies in compliance with the provisions of this Order.

Pursuant to rules and regulations prescribed by the Secretary of Labor, the Secretary shall make reasonable efforts, within a reasonable time limitation, to secure compliance with the contract provisions of this Order by methods of conference, conciliation, mediation, and persuasion before proceedings shall be instituted under subsection (a)(2) of this Section, or before a contract shall be cancelled or terminated in whole or in part under subsection (a)(5) of this Section.

[Sec. 209 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

SEC. 210

Whenever the Secretary of Labor makes a determination under Section 209, the Secretary shall promptly notify the appropriate agency. The agency shall take the action directed by the Secretary and shall report the results of the action it has taken to the Secretary of Labor within such time as the Secretary shall specify. If the contracting agency fails to take the action directed within thirty days, the Secretary may take the action directly.

PROVIDENCE HOUSING AUTHORITY

[Sec. 210 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p 230]

SEC. 211

If the Secretary shall so direct, contracting agencies shall not enter into contracts with any bidder or prospective contractor unless the bidder or prospective contractor has satisfactorily complied with the provisions of this Order or submits a program for compliance acceptable to the Secretary of Labor.

[Sec. 211 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

SEC. 212

When a contract has been cancelled or terminated under Section 209(a)(5) or a contractor has been debarred from further Government contracts under Section 209(a)(6) of this Order, because of noncompliance with the contract provisions specified in Section 202 of this Order, the Secretary of Labor shall promptly notify the Comptroller General of the United States.

[Sec. 212 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

Subpart E – Certificates of Merit

SEC. 213

The Secretary of Labor may provide for issuance of a United States Government Certificate of Merit to employers or labor unions, or other agencies which are or may hereafter be engaged in work under Government contracts, if the Secretary is satisfied that the personnel and employment practices of the employer, or that the personnel, training, apprenticeship, membership, grievance and representation, upgrading, and other practices and policies of the labor union or other agency conform to the purposes and provisions of this Order.

SEC. 214

Any Certificate of Merit may at any time be suspended or revoked by the Secretary of Labor if the holder thereof, in the judgment of the Secretary, has failed to comply with the provisions of this Order.

SEC. 215

The Secretary of Labor may provide for the exemption of any employer, labor union, or other agency from any reporting requirements imposed under or pursuant to this Order if such employer, labor union, or other agency has been awarded a Certificate of Merit which has not been suspended or revoked.

PART IV – MISCELLANEOUS

SEC. 401

The Secretary of Labor may delegate to any officer, agency, or employee in the Executive branch of the Government, any function or duty of the Secretary under Parts II and III of this Order.

[Sec. 401 amended by EO 12086 of Oct. 5, 1978, 43 FR 46501, 3 CFR, 1978 Comp., p. 230]

SEC. 402

The Secretary of Labor shall provide administrative support for the execution of the program known as the "Plans for Progress."

PROVIDENCE HOUSING AUTHORITY

LAWS ENFORCED BY E.E.O.

The Equal Pay Act of 1963 (EPA)

This law makes it illegal to pay different wages to men and women if they perform equal work in the same workplace. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Title VII of the Civil Rights Act of 1964 (Title VII)

This law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

The Pregnancy Discrimination Act (PDA) of 1978

This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

The Age Discrimination in Employment Act (ADEA) of 1967

This law protects people who are 40 or older from discrimination because of age. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Sections 501 and 505 of the Rehabilitation Act of 1973

This law makes it illegal to discriminate against a qualified person with a disability in the federal government. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

Rehabilitation Act Amendments of 1992

The 1992 Amendments changed the earlier Rehabilitation Act term "handicapped person" to "individual with a disability" and provided that the standards applied under Title I of the ADA apply to employment discrimination determinations.

Title I of the Americans with Disabilities Act (ADA) of 1990

This law makes it illegal to discriminate against a qualified person with a disability in the private sector and in state and local governments. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless doing so would impose an undue hardship on the operation of the employer's business.

Sections 102 and 103 of the Civil Rights Act of 1991

Among other things, this law amends Title VII and the ADA to permit jury trials and compensatory and punitive damage awards in intentional discrimination cases.

Government Employee Rights Act (GERA) of 1991 (If Applicable)

GERA protects certain state government employees from discrimination on the basis of race, color, religion, sex, national origin, age, or disability. Protected applicants or employees include any individual chosen or appointed

PROVIDENCE HOUSING AUTHORITY

by a person elected to public office in any State or political subdivision of any State to be a member of the elected official's personal or policymaking staff or to advise the official on the constitutional or legal powers of the office.

Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) of 2002 (If Applicable)

The No FEAR Act requires federal agencies to be accountable for violations of anti-discrimination and whistleblower protection laws by paying for settlements, awards, or judgments against them in whistleblower and discrimination cases out of their own budgets.

Elijah E. Cummings Federal Employee Antidiscrimination Act (Elijah E. Cummings Act) of 2020 (If Applicable)

The Cummings Act requires federal agencies to enhance transparency about discrimination or retaliation affecting their own workforce.

The Genetic Information Nondiscrimination Act (GINA) of 2008

Effective – November 21, 2009. This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history). The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Pregnant Workers Fairness Act of 2022

The PWFA requires covered employers to provide reasonable accommodations to an employee's or applicant's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship.