

Reclamation Manual

Directives and Standards

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| Subject: | Reclamation Standard Water-Related Contract Articles, Standard Article 25: Compliance with Civil Rights Laws and Regulations |
| Purpose: | To provide the text of and requirements for the application of Standard Article 25: Compliance with Civil Rights Laws and Regulations (Standard Article 25), for the benefit of supporting general policy and specific requirements set forth in Reclamation Manual Policy, <i>Reclamation Standard Water-Related Contract Articles</i> (PEC P10). |
| Authority: | The Reclamation Act of 1902 (ch. 1093, 32 Stat. 388), and acts amendatory and supplementary thereto; Title VI of the Civil Rights Act of 1964 (Pub. L. 88-352; 42 U.S.C. § 2000d); and 43 C.F.R. Part 17, Subparts A, B, and C, especially Subpart A, sections 17.4 and 17.12. |
| Approving Official: | Director, Mission Assurance and Protection Organization |
| Contact: | Reclamation Law Administration Division (84-55000) |

1. **Introduction.** Standard Article 25 is required in all contracts, directly or by reference unless the contractor itself is the water user (see Paragraph 4.B., of PEC P10). It confirms the contractor's obligation to comply with any applicable civil rights laws, rules, and regulations.
2. **Applicability.** This Directive and Standard applies to Bureau of Reclamation staff and officials involved in the contracting process, as defined at Paragraph 5.A. of PEC P10.
3. **Requirements and Responsibilities.** Reclamation staff and officials involved in the contracting process will include the text below in all contracts requiring Standard Article 25 under Paragraph 4.B. of PEC P10.

COMPLIANCE WITH CIVIL RIGHTS LAWS AND REGULATIONS¹

(a) The Contractor shall comply with Title VI of the Civil Rights Act of 1964 (Pub. L. 88-352; 42 U.S.C. § 2000d), the Rehabilitation Act of 1973 (Pub. L. 93-112, Title V, as amended; 29 U.S.C. § 791, et seq.), the Age Discrimination Act of 1975 (Pub. L. 94-135, Title III; 42 U.S.C. § 6101, et seq.), [Title II of the Americans with Disabilities Act of 1990 (Pub. L. 101-336; 42 U.S.C. § 12131, et seq.)] [Title III of the Americans with Disabilities Act of

¹Approved 02/71; Revised/renamed 11/84; Revised 01/02; 04/10.

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1990 (Pub. L. 101-336; 42 U.S.C. § 12181, et seq.)],² and any other applicable civil rights laws, and with the applicable implementing regulations and any guidelines imposed by the U.S. Department of the Interior and/or Bureau of Reclamation.

(b) These statutes prohibit any person in the United States from being excluded from participation in, being denied the benefits of, or being otherwise subjected to discrimination under any program or activity receiving financial assistance from the Bureau of Reclamation on the grounds of race, color, national origin, disability, or age. By executing this contract, the Contractor agrees to immediately take any measures necessary to implement this obligation, including permitting officials of the United States to inspect premises, programs, and documents.

(c) The Contractor makes this agreement in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property discounts, or other Federal financial assistance extended after the date hereof to the Contractor by the Bureau of Reclamation, including installment payments after such date on account of arrangements for Federal financial assistance which were approved before such date. The Contractor recognizes and agrees that such Federal assistance will be extended in reliance on the representations and agreements made in this article and that the United States reserves the right to seek judicial enforcement thereof.

(d) Complaints of discrimination against the Contractor shall be investigated by the Contracting Officer's Office of Civil Rights.

4. **Definitions.** See Paragraph 5 of PEC P10.

5. **Review Period.** The originating office will review this release every 4 years.

²Language appearing in brackets is alternate, depending on the contractor. Use the language referring to Title II if the contractor is a State or local government entity. Use the language referring to Title III if the contractor is a non-government entity.

RECLAMATION MANUAL TRANSMITTAL SHEET

Effective Date: _____

Release No. _____

Ensure all employees needing this information are provided a copy of this release.

Reclamation Manual Release Number and Subject

Summary of Changes

NOTE: This Reclamation Manual release applies to all Reclamation employees. When an exclusive bargaining unit exists, changes to this release may be subject to the provisions of collective bargaining agreements.

Filing instructions

Remove Sheets

Insert Sheets

All Reclamation Manual releases are available at <http://www.usbr.gov/recman/>

Filed by: _____

Date: _____