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# VILLAGE OF MADISON

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## ECONOMIC DEVELOPMENT ASSISTANCE

## NON-DISCRIMINATORY HIRING POLICY

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Any recipient of economic development assistance shall adopt and implement policies of non-discriminatory hiring.

“Economic development assistance” includes without limitation any economic incentive grant or tax exemption.

“Non-discriminatory hiring” means that no individual may be denied employment solely on the basis of race, religion, sex, disability, color, national origin, or ancestry.

### **DUTY TO DISCLOSE AND AUTHORIZATION FOR RECORDS INSPECTION**

The adopted non-discriminatory hiring policy must appear in the recipient’s advertisements, policies, handbooks and manuals.

Copies of the adopted policies, and as same may be amended from time-to-time, shall be forwarded to the Village of Madison. The Village shall also be authorized to inspect pertinent personal or corporate records and other similar information not open to public inspection in order to verify compliance.

A recipient is required to inform the Village immediately upon the occurrence of any finding by the Ohio Civil Rights Commission or Equal Employment Opportunity Commission that probable cause exists that it engaged in an act or actions of discriminatory hiring, without regard to whether the matter has been finally resolved via conciliation, adjudication, or otherwise.

A recipient is required to inform the Village immediately upon the filing of any judicial complaint alleging that it engaged in an act or actions of discriminatory hiring.

### **PENALTIES**

In addition to any other remedies that may be provided by law:

Any recipient who fails to adopt and implement policies of non-discriminatory hiring shall be barred from receiving further assistance and any assistance provided during any period of time the recipient failed to comply with these obligations shall be subject to recapture, inclusive of all costs and reasonable attorney fees incurred by the Village of Madison related to such enforcement.