**Section 2650.60 Anti-Discrimination and Drug Free Workplace**

Grantee certifies that its employees and employees of companies who participate under the ETIP multi company program made pursuant to this Agreement, must comply with all applicable provisions of State and federal laws and regulations pertaining to nondiscrimination, sexual harassment and equal employment opportunity including, but not limited to: Illinois Human Rights Act [775 ILCS 5], including, without limitation, 44 Ill. Adm. Code 750- Appendix A, which is incorporated herein; Public Works Employment Discrimination Act [775 ILCS 10]; Civil Rights Act of 1964 (as amended) (42 U.S.C. 2000a - 2000h-6); Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794); Americans with Disabilities Act of 1990 (as amended) (42 U.S.C. 12101 et seq.); and the Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.). Grantee further certifies it will provide a drug free workplace pursuant to the Drug Free Workplace Act [30 ILCS 580/3].

(Source: Amended at 48 Ill. Reg. 17516, effective November 25, 2024)