Section A
Is your company/organization currently certified by the City and County of San Francisco in compliance with Administrative Code 12B Equal Benefits Ordinance and will your company/organization ensure nondiscrimination in contracts and benefits pursuant to 12B on OCII contracts? If yes, please indicate below, skip Section B, and execute the Declaration in Section C. If no, please skip Section A and complete Sections B and C.

☐ My company/organization is certified and compliant with the 12B Equal Benefits Ordinance of the City and County of San Francisco and there has been no change in our 12B Declaration since certification. My company/organization agrees to ensure nondiscrimination in contracts and benefits pursuant to 12B on OCII contracts. (Please check box to affirm, if applicable)

Section B
1. Nondiscrimination—Protected Classes
   a. Is it your company/organization’s policy that you will not discriminate against your employees, applicants for employment, employees of the Office of Community Investment and Infrastructure (successor to the San Francisco Redevelopment Agency) (Agency), or City and County of San Francisco (City), or members of the public for the following reasons:
      • Race ☐ Yes ☐ No
      • color ☐ Yes ☐ No
      • Creed ☐ Yes ☐ No
      • Religion ☐ Yes ☐ No
      • ancestry ☐ Yes ☐ No
      • national origin ☐ Yes ☐ No
      • Age ☐ Yes ☐ No
      • sex ☐ Yes ☐ No
      • sexual orientation ☐ Yes ☐ No
      • gender identity ☐ Yes ☐ No
      • marital status ☐ Yes ☐ No
      • domestic partner status ☐ Yes ☐ No
      • Disability ☐ Yes ☐ No
      • AIDS or HIV status ☐ Yes ☐ No
   b. Do you agree to insert a similar nondiscrimination provision in any subcontract you enter into for the performance of a substantial portion of the contract that you have with the Agency or the City?
      ☐ Yes ☐ No

   *If you answered “no” to any part of Question 1a or 1b, the Agency or the City cannot do business with you.*

2. Nondiscrimination—Equal Benefits (Question 2 does not apply to subcontracts or subcontractors)
   a. Do you provide, or offer access to, any benefits to employees with spouses or to spouses of employees?
      ☐ Yes ☐ No
   b. Do you provide, or offer access to, any benefits to employees with domestic partners (Partners) or to domestic partners of employees?
      ☐ Yes ☐ No

   *If you answered “no” to both Questions 2a and 2b, skip 2c and 2d, and sign, date and return this form. If you answered “yes” to Question 2a or 2b, continue to 2c.*
   c. If “yes,” please indicate which ones. This list is not intended to be exhaustive. Please list any other benefits you provide (even if the employer does not pay for them).
Benefit | Yes, for Spouses | Yes, for Partners | No
--- | --- | --- | ---
- Medical (health, dental, vision) | ☐ | ☐ | ☐
- Pension | ☐ | ☐ | ☐
- Bereavement | ☐ | ☐ | ☐
- Family leave | ☐ | ☐ | ☐
- Parental leave | ☐ | ☐ | ☐
- Employee assistance programs | ☐ | ☐ | ☐
- Relocation and travel | ☐ | ☐ | ☐
- Company discounts, facilities, events | ☐ | ☐ | ☐
- Credit union | ☐ | ☐ | ☐
- Child care | ☐ | ☐ | ☐
- Other ________________________ | ☐ | ☐ | ☐
- Other ________________________ | ☐ | ☐ | ☐

If you answered “yes” to Question 2a or 2b, and in 2c indicated that you do not provide equal benefits, you may still comply with the Policy if you have taken all reasonable measures to end discrimination in benefits, have been unable to do so, and now provide employees with a cash equivalent.

1. Have you taken all reasonable measures? ☐ Yes ☐ No
2. Do you provide a cash equivalent? ☐ Yes ☐ No

3. Documentation for Nondiscrimination in Benefits (Questions 2c and 2d only)

If you answered “yes” to any part of Question 2c or Question 2d, you must attach to this form those provisions of insurance policies, personnel policies, or other documents you have which verify your compliance with Question 2c or Question 2d. Please include the policy sections that list the benefits for which you indicated “yes” in Question 2c. If documentation does not exist, attach an explanation, e.g., some of your personnel policies are unwritten. If you answered “yes” to Question 2d(1) complete and attach form SFRA/CC-103, “Nondiscrimination in Benefits—Reasonable Measures Affidavit,” which is available from the Agency. You need not document your “yes” answer to Question 1a or Question 1b.

Section C

I declare (or certify) under penalty of perjury that the foregoing is true and correct, and that I am authorized to bind this entity contractually.

Executed this _____ day of ____________, 20___, at ________________________________, __________.

(City)                          (State)

Name of Company/Organization: ____________________________________________

Doing Business As (DBA): ________________________________

Also Known As (AKA): ________________________________

General Address: ________________________________

Remittance Address (if different from above): ________________________________

Name of Signatory: ________________________________  Title: ________________________________

(Please Print)

Signature: ________________________________

Phone Number: ________________________________  Federal Tax Identification Number: ________________________________

Approximate number of employees in the U.S.: ____________  Vendor Number: ________________________________

☐ Check here if your address has changed.
☐ Check here if your organization is a non-profit.
☐ Check here if your organization is a governmental entity.

THIS FORM MUST BE RETURNED WITH THE ORIGINAL SIGNATURE

Please return this form to: Office of Community Investment and Infrastructure (successor to the San Francisco Redevelopment Agency), One South Van Ness Avenue, 5th Floor, San Francisco, CA 94103