ANNOUNCEMENT
REQUEST FOR PROPOSAL (RFP)

Project Title:
PIKE COUNTY TRAIL FEASIBILITY STUDY

The Board of Commissioners of Pike County, Pennsylvania, is accepting proposals for a one-time contract to perform certain professional (consulting) services work for Pike County involving a Trail Feasibility Study. Proposal submission instructions, requirements, evaluation criteria, and sample contract is attached.

Sealed proposals (2) must be received by Jessica Yoder, Assistant Director at the Pike County Office of Community Planning at 837 Route 6, Unit 3, Shohola, PA 18458 no later than September 25, 2020 at 4:00pm.

A pre-bid meeting to discuss the project scope of work will be held September 8, 2020 at 11:00am at the Hawley Train Station. The meeting will be approximately 3 hours and will include a train excursion along the proposed trail route. Consulting firms are asked to RSVP by September 3rd with the name of the company representative who will be attending this meeting so that we can ensure proper social distancing measures for everyone in attendance.

If additional information is needed and to RSVP for the pre-bid meeting, please contact Jessica Yoder, Project Coordinator, at 570-296-3500 or by email at jyoder@pikepa.org.

RFP can be requested in person at the Pike County Commissioners Office or via email at jyoder@pikepa.org

Gary Orben
Chief Clerk
TABLE OF CONTENTS

RFP FOR TRAIL FEASIBILITY STUDY
PIKE COUNTY, PA

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>BACKGROUND</td>
</tr>
<tr>
<td>2.</td>
<td>GENERAL TERMS</td>
</tr>
<tr>
<td>3.</td>
<td>SCOPE OF WORK</td>
</tr>
<tr>
<td>4.</td>
<td>CONSULTANT QUALIFICATIONS</td>
</tr>
<tr>
<td>5.</td>
<td>REQUIRED SUBMITTALS</td>
</tr>
<tr>
<td>6.</td>
<td>EVALUATION CRITERIA</td>
</tr>
<tr>
<td>7.</td>
<td>CONTRACT FOR PROFESSIONAL SERVICES (Form)</td>
</tr>
</tbody>
</table>

Appendices to Contract:
- Appendix A: Final Products
- Appendix B: DCNR Nondiscrimination/Sexual Harassment Clause
SECTION 1. BACKGROUND

The Wayne-Pike Trails and Waterways Alliance (WPTWA) is a local partnership comprised of concerned citizens, various trail and recreation enhancement committees, and local business members who have envisioned a long-distance trail from Honesdale to the Delaware River, along the Lackawaxen River. WPTWA is presently completing a Trail Feasibility Study on the Wayne County section from Honesdale into Bingham Park (downtown Hawley).

This project seeks to evaluate an approximate 14 miles of rail, river, road from that Wayne County endpoint to Lackawaxen Township near the Zane Grey museum, working its way along the Lackawaxen River.

The Study will review all aspects of the possible construction of the Trail. Specifically, the Study will review property ownership, lease options, and existing land development ordinances which may have an impact on construction of a trail. It will address obstacles and offer potential alternative routes. The Study is expected to have extensive public involvement, which will include a formal Project Study Committee, community surveys, and public meetings.

The final product should include development of preliminary cost estimates for the Trail, including permits that may be required. The final document will include maps, cost estimates, and all findings. It shall also include an Executive Summary for public dissemination.

This project is partially funded by a grant from the Community Conservation Partnership Program administered by the Department of Conservation and Natural Resources (DCNR), Bureau of Recreation and Conservation (Bureau). The Bureau has certain requirements and standards that must be met by Pike County and the contracted consultant. This Request for Proposal (RFP) has been prepared to meet these requirements and standards. The Bureau will monitor the project and certain documents will be subject to review and approval.

The DCNR Grant Agreement number is BRC-TAG-25-167

SECTION 2. GENERAL TERMS

- The County reserves the right to reject any or all proposals and to select the proposal that it determines to be in the best interest of the County.

- The contract is subject to the approval of the Pike County Board of Commissioners and is effective only upon their approval.

- Proposers are bound by the deadline and location requirements for submittals in response to this RFP as stated above.

- Proposals will remain effective for County review and approval for 60 days from the deadline for submitting proposals.

- If only one proposal is received by the County, it may negotiate with the proposer or seek additional proposals on a formal or informal basis during the 60-day period that proposals are effective.

- The proposer is encouraged to clarify, modify, or add to any scope of work item that it deems appropriate to develop a high-quality plan at the lowest possible cost. All changes should be clearly identified and explained. The proposed scope of work must accomplish the goals and work as stated below.
SECTION 3. SCOPE OF WORK

A. Executive Summary
The Consultant shall prepare a short summary of the Trail Study findings to illustrate the vision, goals and findings of the Study. The Executive Summary will include a graphic that can be used in marketing, social media, and public outreach for future trail efforts.

B. Introduction and Context

Vision Statement
The Wayne-Pike Trails and Waterways Alliance (WPTWA) vision is a 40-mile multi-modal trail system that closely follows the Lackawaxen River in Pike and Wayne Counties. With several opportunities for interconnected trails, parks, waterways, and open spaces, this effort would encompass significant natural resources and diverse communities. Trail users will be connected to the Lackawaxen River, to local historical and cultural sites, and enjoy healthy outdoor activities while creating economic opportunities for the local business community.

Study Purpose and Goals
This Feasibility Study will evaluate the interest, ability, and costs to create a trail from downtown Hawley, PA (Wayne County) to Lackawaxen Township. More specifically, the Study will:

- Identify the boundaries of a proposed Lackawaxen Trail System through Pike County, a stretch of approximately 13 miles.
- Identify potential obstacles in the development of such a trail, and to offer solutions or alternate routes and cost estimates.
- Evaluate the natural, cultural, and historic assets along the corridor and offer suggestions to connect trail users to these resources.
- Identify trail linkages and greenway connections.

Trail Corridor Description
The roughly bounded trail corridor passes through Palmyra and Lackawaxen Townships. It includes the Lackawaxen River, the Towpath (SR 4006), and the Stourbridge Line railroad. At the eastern end is the confluence of the Lackawaxen and Delaware Rivers, Veterans Memorial Park, and the Zane Grey Museum. On the western end, the trail would ideally meet up in downtown Hawley (Wayne County) at Bingham Park where it would connect with the Wayne County extension on this trail network.

Geographical resources and demographics
The Geography and Demographics for this project will be identified and assessed by the Consultant.

Map of Study Area & Boundary extent
See attached PDF map

Proposed Trail compatibility with state, county, local planning efforts
This proposed trail would implement numerous recommendations in the State Outdoor Recreation Plan by connecting citizens to recreational opportunities. This trail would also satisfy the goals of the Lackawaxen-Shohola Comprehensive Plan and the Pike County Open Space, Greenways, and Recreation Plan.
C. Public Participation

County will appoint a Project Study Committee, and this committee will meet with and guide the Consultant throughout the creation of the study. The Project Study Committee will include representatives from the following:

- Lackawaxen Township Municipal Office
- Palmyra Township Municipal Office
- County Planning Commission representative
- National Park Service – Upper Delaware representative
- Wallenpaupack Area School District
- Hunting/Fishing Club representative (of the known groups within the proposed corridor)
- Member of the Clergy
- Boy Scout/Girl Scout representative
- Pike County Historical Society representative
- Wayne Memorial Health System representative
- Representatives from the Business community/Visitors Bureau in the project area
- Representatives from the area hiking groups (ie WPTWA, Sierra Club)

STUDY COMMITTEE MEETINGS

Based on the size and complexity of the project, there will be between four (4) and eight (8) Study Committee meetings:

- Orientation meeting with Project Study Committee to review project details, base mapping, proposed timeline, and any other appropriate topics.
- Progress meetings with Project Study Committee (as needed and determined with guidance from Consultant) to review key person interviews, survey results, design drafts, and plan for Public Meetings

The Consultant shall arrange all meetings and prepare and submit emailed minutes within two (2) weeks after meetings occur.

PUBLIC MEETINGS

At least two (2) general public meetings must be held, one of which includes local elected officials.

KEY PERSON INTERVIEWS

Key Person Interviews shall be conducted by Consultant with approximately 5 people.

PUBLIC ONLINE SURVEY

Consultant will develop, release, gather, and analyze feedback from the public through a public online survey to assess public interest, desirable trail uses, desired amenities, as well as concerns and potential obstacles for the project. A copy of the survey should be included as an Appendix in the final Feasibility Study report.

The final Feasibility Study Report should provide a summary of all public input, Key Person Interviews, Committee and Public meetings.
D. Physical Inventory and Assessment

It will be the Consultant's responsibility to map and analyze the project area to determine the most ideal uses for the proposed trail that will run primarily along the existing rail line, the trail heads, and facilities. Alternative routes should be identified and mapped accordingly. GIS shapefile data will be provided by Pike County Planning/GIS offices for use in the study. Pike County Conservation District may also provide insight and information as in-kind services (to be further evaluated based on Consultant request for information).

1) Prepare detailed mapping of proposed trail corridor or trail alignment(s) at an appropriate scale. Identify mapping which may be available from local planning agencies, USGS, railroad company, etc.

2) Physiographic Features
   a. The length, dimensions and right of way (ROW) boundaries
   b. Topography
   c. Soils or trail base composition
   d. Surrounding land use
   e. Erosion and drainage
   f. Political boundaries

3) Natural Features
   a. Significant natural features (rivers, lakes, outcroppings, wetlands, floodplains, etc.)
   b. Existing vegetation (rare and endangered plants, invasive species).
   c. Existing wildlife (rare and endangered species, sensitive habitat areas).

4) Cultural Features
   a. Historic structures.
   b. Archaeological sites.

5) Structures within the Corridor
   a. Existing bridges, canals, culverts, and/or tunnels.
   b. Existing buildings.
   c. Potential trail encroachments.

6) Utilities
   a. Location of utilities (water, sewers, electrical and gas lines, telephone, etc.)
   b. Capacity of utilities to serve trail development.
   c. Potential conflicts.

7) Intersections and Access Points
   a. Existing road crossings, active rail lines, driveways, easements, etc.
   b. Existing and potential pedestrian and vehicular access points.
   c. Existing community assets and other trails.

8) Environmental Hazards
   a. Preliminary environmental assessment studies.
   b. Potential Phase I Environmental Assessment.
E. Needs, Wants, and Desires

This task will utilize the information gathered through the public participation process and combine it with the physical characteristics of the trail corridor(s) to define the trail vision and uses.

1) Discuss how the project relates to and implements existing local, county, regional, and statewide planning efforts. For example, the Pike County Comprehensive Plan; Pike County Open Space, Greenway, and Recreation Plan; Lackawaxen-Shohola Comprehensive Plan; Long Range Transportation Plans; and the DCNR Statewide Comprehensive Outdoor Recreation Plan, etc.

2) Describe the character of the project area (rural, urban centers, suburbs, industrial zones, etc.).

3) Describe the planned trail uses. (bicycling/mountain biking, cross country skiing, hiking/jogging/fitness/nature trail activities, horseback riding, snowmobiling, aquatic or water activity, all terrain off-road vehicles).

4) Describe the managed trail uses (transportation, nature, cultural, historical, recreation, etc.).

5) Describe the population information and demographic patterns of the project area (current and projected).

6) Develop a socioeconomic profile of potential trail user groups (age, income, physical abilities, minority, disadvantaged populations, etc.).
   a. Analyze demand.
   b. Estimate initial usage levels.
   c. Project future usage levels.
   d. Estimate seasonal demand versus year-round demand.
   e. Trail assessment for use of other power-driven mobility devices.

7) Determine the impact of potential trail uses and user groups on the development of the trail (surface, width, conflicting uses, facilities, etc.).

8) Identify and address potential impact of the trail on adjacent land uses (agricultural lands, industrial properties, school facilities, businesses, residences, etc.).

F. Legal Feasibility

The proposed trail corridor follows both the Lackawaxen River and an active rail line. The owner of the rail company is in full support of the project and will be invited to sit on the Planning Committee. Since the County does not own or control any portion of the proposed route, Consultant will be required to satisfy the following:

1) Determine the ownership status of the trail corridor or potential trail alignment(s).
   a. Identify current property owners
   b. Develop a strategy for approaching property owners
   c. Determine the required level of title search activity for each parcel

2) Identify adjacent property owners and develop a strategy for gaining support

3) Determine preferred method for establishing the trail, such as fee simple acquisition, long-term easement or lease, cooperative agreement, etc.
G. Trail Concept Plan
Consultant shall prepare a conceptual trail plan that illustrates the vision for the trail and builds upon the physical inventory and assessment mapping. Concept plans should include:

1) Base Map (Existing Conditions)
   a. Trail name, Phase, Location, and Owner/Grantee
   b. Scale, North Arrow, Legend, Date
   c. Distance of the trail
   d. Show exterior boundaries of site with metes/bounds or best available information. Indicate name of owner or lease
   e. Political boundaries
   f. Show Rights-of-Way and easements that intersect the trail
   g. Surrounding properties and uses
   h. Topography – show contours at a max 10-foot interval
   i. Waterbodies
   j. Floodplain – delineated floodway and limits of 100 year (1%) floodplain
   k. Wetlands
   l. Soils
   m. Access points other than trailheads
   n. Utilities, including water, electric, sewage, gas, phone, etc
   o. Existing structures and manmade features: bridges, tunnels, culverts, fences, encroachments, utility structures, etc

2) Proposed Trail Maps
   a. Proposed Trail location and any alternative routes. Alternatives should be given priority order. Prepare a written evaluation of each alternative highlighting both the positive and negative points, and through community discussions and public participation, determine which solution offers the best compromise.
   b. Location of trailheads and related facilities (restroom, water, emergency telephone, lighting, parking, maintenance, etc)
   c. Areas for trail access control structures and emergency access points
   d. Areas needing natural buffers and/or screening
   e. Linkages to parks, schools, neighborhoods, other trails, etc
   f. Areas where structures are needed (bridges, tunnels)
   g. Significant natural and cultural resources and opportunities for their interpretation
   h. Areas requiring significant effort or large dollar figure to complete the trail
   i. Areas of potential user conflict
   j. Opportunities for interpretation of natural and cultural resources
   k. Constraints and opportunities related to ADA access
   l. Consideration of the use the other Power-Driven Mobility Devices as required in subtitle A of title II of the Americans with Disabilities Act of 1990, § 35.137 Mobility devices

H. Trail Management, Operation, Maintenance, and Fiscal Feasibility
The Feasibility Study will provide cost estimates for development of the trail. Cost estimates should include engineering and other professional services costs, construction and material costs, project administration costs, and a contingency of at least 10% of the construction cost estimate. Consultant will also recommend ownership/maintenance/management options for the trail. This may include identifying roles of private trail organizations or the creation of a new entity, identifying the organizational structure and developing a business plan.
I. Implementation Matrix
This portion of the Study should summarize the recommendations and implementation strategy into specific action steps. Each step should identify responsible party(ies), time frame for beginning implementation, associated costs, and any additional notes. Consultant should also identify potential funding sources for the implementation stages.

J. Signage Plan
Based on input from public survey/feedback, Consultant will offer recommendations on a trail logo and/or sign type to identify the trail. A consistent sign will help users to easily identify the trail, and should help tie in with the long-distance trail network being developed in the region.

SECTION 4. CONSULTANT QUALIFICATIONS

The Consultant and/or Consultant Team must have documented experience developing and implementing public participation techniques, such as holding public and study committee meetings, conducting key person interviews, developing citizen surveys, etc. At least one member of the consulting team must have documented, prior experience conducting studies of the project type being undertaken. The Consultant should have documented experience with the planning, design, general operation, and maintenance of recreation and park areas and facilities. Also, Consultant shall have documented experience in developing and recommending to local government officials and non-profit organizations the policies and procedures related to providing public recreation and park services and/or facilities, as well as the management and operation of these facilities and amenities. The team should be able to set goals, analyze problems, generate alternative solutions, and provide recommendations and implementation strategies.

A consultant or consulting team with documented expertise in greenways and trails planning is required. If the project requires any conceptual trail design work, the Bureau requires that the report be under seal of a licensed professional who is authorized by Pennsylvania law to apply the seal. Depending on the project, the professional could be a landscape architect, architect, or engineer. We recommend including a practitioner with greenway and/or recreational trail development and management experience on the project team.
SECTION 5. REQUIRED SUBMITTALS

A. **Letter of Transmittal**
   This letter must include the following:
   - A statement demonstrating your understanding of the work to be performed.
   - A statement confirming that the firm meets the Bureau’s Consultant Qualifications (Sec. 4).
   - The firm’s contact person and telephone number.

B. **Profile of Firm**
   This consists of the following:
   - A statement of the firm’s experience in conducting work of the nature sought by this RFP; advertising brochures may be included in support of this statement.
   - The location of the firm’s office that will perform the work.
   - Resumes of individuals (consultants, employees, etc.) proposed to conduct the work and the specific duties of each in relation to the work. The project consulting team must meet the Bureau’s Consultant Qualifications (Sec. 4).
   - A reference list of other municipal clients of the firm with contact information.
   - Any other information relating to the capabilities and expertise of the firm in doing comparable work.

C. **Methods and Procedures**
   The proposal must include a detailed description of the methods and procedures the firm will use to perform the work. Inclusion of examples of similar work is encouraged.

D. **Work Schedule**
   The schedule must include time frames for each major work element, target dates for public meetings, and dates for completion of draft and final documents.

E. **Cost**
   For each major work element, the costs must be itemized and indicate:
   - For each person assigned to the work, the title/rank (organizational level) of the person in the organization, the hourly rate, and the number of hours to be worked
   - The reimbursable expenses to be claimed

   The itemized costs must be totaled to produce a contract price. If awarded a contract, a proposer is bound by this price in performing the work. The contract price may not be exceeded unless the contract is amended to allow for additional costs.

   If awarded a contract, the proposer may not change the staffing assigned to the project without approval by the County. However, approval will not be denied if the staff replacement is determined by the County to be of equal ability or experience to the predecessor.

   The method of billing must be stated. The preferred practice of Pike County is to pay upon completion of the work and receipt of the required report. However, Pike County will consider paying on a periodic basis as substantial portions of the work are completed. Regardless of the billing method used, 10% of the funds available under the contract will be withheld until the final product is approved by DCNR.

F. **Contract**
   The Contract for Professional services form is provided in Section 7. The Bureau requires that the DCNR Nondiscrimination/Sexual Harassment Clause be referenced in the contract and included as an addendum in its entirety. The clause is provided in Appendix B of this RFP.
SECTION 6. EVALUATION CRITERIA

A. Technical Expertise and Experience
   The following factors will be considered:
   - The firm’s experience in performing similar work
   - The level of expertise of the individuals assigned to conduct the work
   - The clarity and completeness of the proposal and the firm’s demonstrated understanding of the work to be performed

B. Procedures and Methods
   The following factors will be considered:
   - The techniques for collecting and analyzing data
   - The sequence and relationships of major steps
   - The methods for managing the work to ensure timely and orderly completion

C. Cost
   The following factors will be considered:
   - The number of hours of work to be performed
   - The level of expertise of the individuals assigned to conduct the work

D. Oral Presentation
   Any or all firms submitting proposals may be invited to give an oral presentation of their proposal.

SECTION 7. CONTRACT FOR PROFESSIONAL SERVICES

A proposed contract is included for review. If it is satisfactory, it should be completed, executed, and submitted with the proposal. If you prefer an alternative contract, you may submit it as a part of your proposal. Pike County reserves the right to enter into the enclosed contract with the successful firm or to negotiate the terms of a professional services contract.
CONTRACT FOR PROFESSIONAL SERVICES

This Contract is made and entered into this _______ day of __________, 2020, by and between County of Pike, Pennsylvania (“County”), and ______________________________ ("Consulting Firm").

WHEREAS, the County desires to have certain one-time professional consulting work performed involving [Insert here title or short description of work (same as used in RFP)];

WHEREAS, the County desires to enter into a contract for this work pursuant to a Request for Proposals ("RFP") issued by County;

WHEREAS, the Consulting Firm desires to perform the work in accordance with the proposal it submitted in response to the RFP;

WHEREAS, the Consulting Firm is equipped and staffed to perform the work;

NOW, THEREFORE, the parties, intending to be legally bound, agree as follows:

THE CONSULTING FIRM WILL:

1. Provide professional consulting services in accordance with the RFP, its proposal in response to the RFP, and the Nondiscrimination/Sexual Harassment Clause, which is attached hereto and incorporated herein as Appendix B.

2. Obtain approval from the County of any changes to the staffing stated in its proposal. However, approval will not be denied if the staff replacement is determined by the County to be of equal ability or experience to the predecessor.

THE COUNTY WILL:

1. Compensate the Consulting Firm based on the actual hours worked and actual reimbursable expenses for a total amount not to exceed $______________.

2. Provide the Consulting Firm with reasonable access to County personnel, facilities, and information necessary to properly perform the work required under this Contract.

3. Except as provided in item 4 below, make payment to the Consulting Firm within 45 days after receipt of a properly prepared invoice for work satisfactorily performed.

4. Make final payment of 10% of the funds available to the Consulting Firm under this Contract within 30 days after final product approval by the Department of Conservation and Natural Resources.

IT IS FURTHER AGREED THAT:

1. All copyright interests in work created under this Contract are solely and exclusively the property of the County. The work shall be considered work made for hire under copyright law; alternatively, if the work cannot be considered work made for hire, the Consulting Firm agrees to assign and, upon the creation of the work, expressly and automatically assigns, all copyright interests in the work to the County.
2. In the performance of services under this Contract, there shall be no violation of the right of privacy or infringement upon the copyright or any other proprietary right of any person or entity.

In witness thereof, the parties hereto have executed this Contract on the day and date set forth above.

WITNESS: PIKE COUNTY BOARD OF COMMISSIONERS:

Gary Orben, Chief Clerk Matthew M. Osterberg, Chairman

__________________________________________

Ronald R. Schmalzle, Vice-Chair

__________________________________________

Steven R. Guccini, Commissioner

WITNESS: FOR THE CONSULTING FIRM:

__________________________________________

Title:
APPENDIX A
FINAL PRODUCTS

NARRATIVE REPORT
A draft final report must be reviewed and approved by the County and Bureau before it is officially adopted by the County. Typically, the review process consists of reviewing a complete draft plan, providing comments, and reviewing a revised draft plan to ensure comments are adequately addressed.

The final report must be a narrative, bound report beginning with an executive summary and followed by clearly labeled sections for each of the plan’s components in logical order. All supporting documents and information should be included in the appendices and not in the body of the report. The cover must be signed, sealed, and dated by the design consultant.

The design Consultant will provide:
- Six (6) printed and bound copies of the Narrative Report
- One (1) electronic PDF copy of the Narrative Report on a jump drive
APPENDIX B
DCNR NONDISCRIMINATION/SEXUAL HARASSMENT CLAUSE

The Grantee agrees:

1. In the hiring of any employee(s) for the manufacture of supplies, performance of work, or any other activity required under the grant agreement or any subgrant agreement, contract, or subcontract, the Grantee, a subgrantee, a contractor, a subcontractor, or any person acting on behalf of the Grantee shall not discriminate by reason of race, gender, creed, color, sexual orientation, gender identity or expression, or in violation of the Pennsylvania Human Relations Act (PHRA) and applicable federal laws, against any citizen of this Commonwealth who is qualified and available to perform the work to which the employment relates.

2. The Grantee, any subgrantee, contractor or any subcontractor or any person on their behalf shall not in any manner discriminate by reason of race, gender, creed, color, sexual orientation, gender identity or expression, or in violation of the PHRA and applicable federal laws, against or intimidate any of its employees.

3. The Grantee, any subgrantee, contractor or any subcontractor shall establish and maintain a written nondiscrimination and sexual harassment policy and shall inform their employees in writing of the policy. The policy must contain a provision that sexual harassment will not be tolerated and employees who practice it will be disciplined. Posting this Nondiscrimination/Sexual Harassment Clause conspicuously in easily-accessible and well-lit places customarily frequented by employees and at or near where the grant services are performed shall satisfy this requirement for employees with an established work site.

4. The Grantee, any subgrantee, contractor or any subcontractor shall not discriminate by reason of race, gender, creed, color, sexual orientation, gender identity or expression, or in violation of the PHRA and applicable federal laws, against any subgrantee, contractor, subcontractor or supplier who is qualified to perform the work to which the grant relates.

5. The Grantee and each subgrantee, contractor and subcontractor represents that it is presently in compliance with and will maintain compliance with all applicable federal, state, and local laws and regulations relating to nondiscrimination and sexual harassment. The Grantee and each subgrantee, contractor and subcontractor further represents that it has filed a Standard Form 100 Employer Information Report (“EEO-1”) with the U.S. Equal Employment Opportunity Commission (“EEOC”) and shall file an annual EEO-1 report with the EEOC as required for employers subject to Title VII of the Civil Rights Act of 1964, as amended, that have 100 or more employees and employers that have federal government contracts or first-tier subcontracts and have 50 or more employees. The Grantee, any subgrantee, any contractor or any subcontractor shall, upon request and within the time periods requested by the Commonwealth, furnish all necessary employment documents and records, including EEO-1 reports, and permit access to their books, records, and accounts by the granting agency and the Bureau of Diversity, Inclusion and Small Business Opportunities for the purpose of ascertaining compliance with the provisions of this Nondiscrimination/Sexual Harassment Clause.

6. The Grantee, any subgrantee, contractor or any subcontractor shall include the provisions of this Nondiscrimination/Sexual Harassment Clause in every subgrant agreement, contract or subcontract so that those provisions applicable to subgrantees, contractors or subcontractors will be binding upon each subgrantee, contractor or subcontractor.
7. The Granter’s and each subgrantee’s, contractor’s and subcontractor’s obligations pursuant to these provisions are ongoing from and after the effective date of the grant agreement through the termination date thereof. Accordingly, the Grantee and each subgrantee, contractor and subcontractor shall have an obligation to inform the Commonwealth if, at any time during the term of the grant agreement, it becomes aware of any actions or occurrences that would result in violation of these provisions.

8. The Commonwealth may cancel or terminate the grant agreement and all money due or to become due under the grant agreement may be forfeited for a violation of the terms and conditions of this Nondiscrimination/Sexual Harassment Clause. In addition, the granting agency may proceed with debarment or suspension and may place the Grantee, subgrantee, contractor, or subcontractor in the Contractor Responsibility File.

Based on Management Directive 215.16 Amended (5/11/17)