



Federal-Aid Construction Projects
Equal Opportunity Inspection

Contractor's LPA Construction-Site Inspection

Contractor's Name: _____
 Date of visit _____ Printed Name of Inspector: _____
 Signature of Inspector: _____
 SC File No. _____ Title of Inspector: _____

___ Yes ___ No If "No," state action taken	<p>1. Are all eighteen (18) posters listed below and a copy of the minimum wage rates displayed in an externally visible place on the job site? Location</p> <table style="width:100%; border: none;"> <tr> <td style="width:50%; border: none;"> Know Your Rights: Workplace Discrimination is Illegal – English (EEOC, Revised 10/2022) </td> <td style="width:5%; border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="width:40%; border: none;"> Employee Rights Under FMLA –English (WH 1420, Revised 4/2023) </td> <td style="width:5%; border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> Know Your Rights: Workplace Discrimination is Illegal – Spanish (EEOC, Revised 10/2022) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Employee Rights Under FMLA – Spanish (WH 1420 SPA, Revised 7/2016) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> Employee Rights – Davis Bacon Act – English (WH 1321, Revised 10/2017) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Polygraph Protection Act – English (WH 1462, Revised 2/2022) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> Employee Rights – Davis Bacon Act –Spanish (WH 1321 SPA, Revised 10/2017) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Polygraph Protection Act – Spanish (WH 1462 SPA, Revised 2/2022) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> OSHA Job Safety and Health – English (OSHA 3165-04R2019) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Pay Transparency Nondiscrimination Provision – English (12/2016) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> OSHA Job Safety and Health –Spanish (OSHA 3167-04R2019) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Pay Transparency Nondiscrimination Provision – Spanish (12/2016) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> Employee Rights (FLSA) – English (WH 1088, Revised 4/2023) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Notice (Title 18, U. S. Code) (FHWA 1022, Revised 5/2015) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> Employee Rights (FLSA) – Spanish (WH 1088 SPA, Revised 7/2016) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Notice (Title 18, U. S. Code) – Spanish (FHWA 1022 SPA, Revised 5/2015) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> Minimum Wage Regulations (from original contract) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> Your Rights Under USERRA (5/2022) </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> </table>	Know Your Rights: Workplace Discrimination is Illegal – English (EEOC, Revised 10/2022)	<input type="checkbox"/>	Employee Rights Under FMLA –English (WH 1420, Revised 4/2023)	<input type="checkbox"/>	Know Your Rights: Workplace Discrimination is Illegal – Spanish (EEOC, Revised 10/2022)	<input type="checkbox"/>	Employee Rights Under FMLA – Spanish (WH 1420 SPA, Revised 7/2016)	<input type="checkbox"/>	Employee Rights – Davis Bacon Act – English (WH 1321, Revised 10/2017)	<input type="checkbox"/>	Polygraph Protection Act – English (WH 1462, Revised 2/2022)	<input type="checkbox"/>	Employee Rights – Davis Bacon Act –Spanish (WH 1321 SPA, Revised 10/2017)	<input type="checkbox"/>	Polygraph Protection Act – Spanish (WH 1462 SPA, Revised 2/2022)	<input type="checkbox"/>	OSHA Job Safety and Health – English (OSHA 3165-04R2019)	<input type="checkbox"/>	Pay Transparency Nondiscrimination Provision – English (12/2016)	<input type="checkbox"/>	OSHA Job Safety and Health –Spanish (OSHA 3167-04R2019)	<input type="checkbox"/>	Pay Transparency Nondiscrimination Provision – Spanish (12/2016)	<input type="checkbox"/>	Employee Rights (FLSA) – English (WH 1088, Revised 4/2023)	<input type="checkbox"/>	Notice (Title 18, U. S. Code) (FHWA 1022, Revised 5/2015)	<input type="checkbox"/>	Employee Rights (FLSA) – Spanish (WH 1088 SPA, Revised 7/2016)	<input type="checkbox"/>	Notice (Title 18, U. S. Code) – Spanish (FHWA 1022 SPA, Revised 5/2015)	<input type="checkbox"/>	Minimum Wage Regulations (from original contract)	<input type="checkbox"/>	Your Rights Under USERRA (5/2022)	<input type="checkbox"/>
Know Your Rights: Workplace Discrimination is Illegal – English (EEOC, Revised 10/2022)	<input type="checkbox"/>	Employee Rights Under FMLA –English (WH 1420, Revised 4/2023)	<input type="checkbox"/>																																		
Know Your Rights: Workplace Discrimination is Illegal – Spanish (EEOC, Revised 10/2022)	<input type="checkbox"/>	Employee Rights Under FMLA – Spanish (WH 1420 SPA, Revised 7/2016)	<input type="checkbox"/>																																		
Employee Rights – Davis Bacon Act – English (WH 1321, Revised 10/2017)	<input type="checkbox"/>	Polygraph Protection Act – English (WH 1462, Revised 2/2022)	<input type="checkbox"/>																																		
Employee Rights – Davis Bacon Act –Spanish (WH 1321 SPA, Revised 10/2017)	<input type="checkbox"/>	Polygraph Protection Act – Spanish (WH 1462 SPA, Revised 2/2022)	<input type="checkbox"/>																																		
OSHA Job Safety and Health – English (OSHA 3165-04R2019)	<input type="checkbox"/>	Pay Transparency Nondiscrimination Provision – English (12/2016)	<input type="checkbox"/>																																		
OSHA Job Safety and Health –Spanish (OSHA 3167-04R2019)	<input type="checkbox"/>	Pay Transparency Nondiscrimination Provision – Spanish (12/2016)	<input type="checkbox"/>																																		
Employee Rights (FLSA) – English (WH 1088, Revised 4/2023)	<input type="checkbox"/>	Notice (Title 18, U. S. Code) (FHWA 1022, Revised 5/2015)	<input type="checkbox"/>																																		
Employee Rights (FLSA) – Spanish (WH 1088 SPA, Revised 7/2016)	<input type="checkbox"/>	Notice (Title 18, U. S. Code) – Spanish (FHWA 1022 SPA, Revised 5/2015)	<input type="checkbox"/>																																		
Minimum Wage Regulations (from original contract)	<input type="checkbox"/>	Your Rights Under USERRA (5/2022)	<input type="checkbox"/>																																		
___ Yes ___ No If "No," state action taken	<p>2. FOR PRIME CONTRACTOR ONLY: EEO Policies for ALL <u>active</u> subcontractors are displayed in an externally visible place on the job site. (List each subcontractor)</p> <table style="width:100%; border: none;"> <tr> <td style="width:50%; border: none;"> _____ </td> <td style="width:5%; border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="width:40%; border: none;"> _____ </td> <td style="width:5%; border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> _____ </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> _____ </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> <tr> <td style="border: none;"> _____ </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> <td style="border: none;"> _____ </td> <td style="border: none; text-align: center;"> <input type="checkbox"/> </td> </tr> </table>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>	_____	<input type="checkbox"/>																								
_____	<input type="checkbox"/>	_____	<input type="checkbox"/>																																		
_____	<input type="checkbox"/>	_____	<input type="checkbox"/>																																		
_____	<input type="checkbox"/>	_____	<input type="checkbox"/>																																		
___ Yes ___ No	<p>3. FOR ALL CONTRACTORS: Our firm's EEO Policy is displayed in an <u>externally visible place on the job site</u>. If "No," state action taken</p>																																				
___ Yes ___ No	<p>4. I found no segregated areas on this job site. If "No," state action taken</p>																																				
___ Yes ___ No	<p>5. I found no racially or sexually discriminating signs, words, or drawings on this jobsite, including recreational areas, break areas, or restroom facilities, if they apply. If "No," state action taken</p>																																				
___ Yes ___ No	<p>6. The restrooms and changing areas have no "peepholes" and can be locked from the inside. If "No," state action taken Total number of port-a-johns inspected: _____</p>																																				
___ Yes ___ No	<p>7. I saw no visible evidence that employee working conditions or facilities demonstrate discriminatory treatment of jobsite personnel. If "No," state action taken</p>																																				
___ Yes ___ No	<p>8. I have discussed with the Project Manager any EEO concerns that were raised as a result of this inspection. If "Yes," explain results</p>																																				

Please write any additional comments on the back of the form

Revised 05/2023