



**SOUTHEAST MISSOURI**  
STATE UNIVERSITY · 1873®

**INVITATION FOR BID**

**TITLE: DORMITORY FURNITURE**

**DATE: February 20, 2025**

**BUYER: TANYA STEVENS**

**EMAIL: tstevens@semo.edu**

**PHONE: (573) 651-2588**

**BID MUST BE RECEIVED NO LATER THAN:**

**DATE: March 11, 2025**

**TIME: 3:30 P.M.**

**DELIVERY INSTRUCTIONS**

**For USPS/FedEx/UPS, etc.**

**Bids must be mailed to:**

**Purchasing Department  
Southeast Missouri State University  
One University Plaza, Mail Stop 3280  
Cape Girardeau, MO 63701**

**OR delivered by bidder to:**

**Purchasing Department  
Academic Hall Room 200F  
Normal Avenue  
Cape Girardeau, MO 63701**

The notice of award is made subject to availability and appropriation of funds, and the selection of the lowest and best bidder is made in accordance with all applicable public procurement laws.

**MUST BE SIGNED TO BE VALID**

The bidder hereby agrees to furnish items and/or services, at the firm, fixed prices quoted, pursuant to all requirements and specifications contained herein, upon either the receipt of an authorized purchase order from the Purchasing Department or when this document is countersigned by the Purchasing Department as a binding contract, and further agrees that the language of this document shall govern in the event of a conflict with his or her bid. Additionally, the authorized signer of this document certifies the contractor (named below) and each of its principles are not suspended or debarred by the federal government.

AUTHORIZED SIGNATURE		PRINTED NAME/TITLE	
COMPANY NAME			CURRENT DATE
MAILING ADDRESS			TELEPHONE NUMBER/EXT.
CITY	STATE	ZIP CODE	
CONTACT PERSON		CONTACT PERSON EMAIL ADDRESS	
DELIVERY DATE: _____ DAYS ARO, FOB DESTINATION		PROMPT PAYMENT TERMS: _____% _____ DAYS NET _____ DAYS	
NOTICE OF AWARD (SOUTHEAST MISSOURI STATE UNIVERSITY USE ONLY)			
AUTHORIZED SIGNATURE FOR SOUTHEAST MISSOURI STATE UNIVERSITY			DATE

**SOUTHEAST MISSOURI STATE UNIVERSITY  
DORMITORY FURNITURE  
INVITATION FOR BID 6033**

**INTRODUCTION AND GENERAL INFORMATION**

Southeast Missouri State University (hereinafter referred to as “University” or “Southeast”), is seeking bids from qualified contractors to provide dormitory furniture in accordance with the terms, conditions, and requirements stated herein. The furniture shall be used in dormitory facilities and must meet specific technical specifications, quality standards, and performance criteria.

The scope of this project involves the supply and delivery of dormitory furniture which includes:

- Platform Beds with Drawers
- Medium/Tall Loft Beds with Stabilizers
- Table Desks
- Table Desks with Pencil Drawers
- Chairs
- 4-Drawer Chests
- Open-Faced Wardrobes

The University plans to establish an initial one-year contract with the selected vendor(s), with the option of four (4) additional one-year renewals.

In addition, the University plans to place an initial order of 373 platform beds and 132 loft beds to have in place by early summer. (Quantities subject to change.)

Although an attempt has been made to provide accurate and up-to-date information, the University does not warrant or represent the information provided herein reflects all relationships or existing conditions related to this Invitation for Bid.

**TECHNICAL SPECIFICATIONS/SCOPE OF WORK**

The contractor shall provide dormitory furniture for Southeast Missouri State University as specified in this Invitation for Bid, ensuring that the construction materials, design, dimensions, and finish are in compliance with the specifications outlined in this document.

**A. Technical Specifications**

**1. Platform Bed with Drawers (See Appendix A)**

- **Material:** Solid wood, high-quality material such as laminate, and/or steel construction for frame, legs, and support system.
- **Design:** Simple, minimalist design with sturdy support.
- **Dimensions:** Standard single (36" x 80") or adjustable to fit custom mattress size.
- **Drawers:** Construction shall be of solid wood or high-quality laminate, minimum of 2 drawers, maximum of 4 drawers on a single side of the platform bed. The side of the bed that the drawers need to be will vary by location and communicated to the contractor by the University.
  - Drawers shall be assembled using dovetail or dowel joinery and adhesive.
  - Drawers wider than 20" shall require an additional bottom support on the drawer.
  - Slides/Glides on the drawer shall be ball-bearing, full-extension slides.
  - Handles/Pulls should be routed into the drawer face; no additional hardware should be necessary.
- **Weight Capacity:** Minimum of 350 lbs.
- **Finish:** Smooth, durable surface finish; non-toxic, environmentally friendly paint or stain.
- **Assembly:** Knockdown or pre-assembled for ease of shipping and installation.

## 2. Medium/Tall Loft Bed with Stabilizers (See Appendix B)

- **Material:** High-quality laminate, solid wood, and/or steel construction for the frame and bed ends; steel for stabilizers.
- **Design:** Compact design with safe, sturdy construction for elevated bed placement. This should be one singular bed end and not a stackable unit with pins or notches. The bed should be adjustable to, at minimum 3 different positions.
- **Dimensions:** Suitable for a 36" x 80" mattress. Between 60" – 72" Tall.
- **Stabilizers:** Heavy-duty steel stabilizers for added safety and durability.
- **Safety Features:** Rounded edges and guard rails.
- **Weight Capacity:** Minimum of 300 lbs.
- **Finish:** Scratch-resistant and easy-to-clean laminate or non-toxic painted surface.
- **Additional Requirement:** Bed must be adjustable to accommodate ADA height requirements.

### 3. Table Desk (See Appendix C)

- **Material:** High-quality laminate with steel frame.
- **Design:** Simple, functional with ample workspace.
- **Dimensions:** 36" W x 24" D x 29" H. Width and Depth are set; height must meet or exceed 29".
- **Legs:** Solid wood or steel, sturdy enough to support daily use. Crossbar for support if needed.
- **Storage:** No built-in drawers or compartments unless specified in the desk type.
- **Finish:** Scratch-resistant, non-toxic, environmentally friendly.

### 4. Table Desk with Pencil Drawer (See Appendix D)

- **Material:** Solid wood or high-quality laminate for the tabletop; steel frame for structural support.
- **Design:** As above but with an additional pencil drawer for storage.
- **Dimensions:** 36" W x 24" D x 30" H with a 3" pencil drawer. Allowing minimum of 27" clearance from floor to bottom of drawer.
- **Drawer:** Full extension, smooth-functioning drawer with ball-bearing glides.
- **Finish:** Durable, scratch-resistant laminate or non-toxic painted finish.

### 5. Chair (See Appendix E)

- **Material:** Wood, high-quality laminate, and upholstered construction or metal and durable plastic combination.
  - If using solid wood or laminate, the construction of the chair should be that the only hardware required is to attach the upholstered areas for replacement. Wooden or laminate chairs should be 2-position chairs.
  - If using metal and plastic, the construction should be either a four-leg or wire rod (with added crossbar for support). The metal can be of any finish.
- **Design:** Ergonomic design with seat and backrest support. The chair should be simple with no armrests.
- **Dimensions:** 16" to 18" seat height with an overall height of minimum 32". 18" – 20" W and 20" – 24" D.

- **Weight Capacity:** Minimum 250 lbs.
- **Finish:** Non-toxic, scratch-resistant surface.
- **Seat Cushion:** Optional, must be durable and easy to clean.

#### 6. **Drawer Chest (See Appendix F)**

- **Material:** Solid wood or high-quality laminate.
- **Design:** Simple, functional, with four drawers for storage.
- **Dimensions:** 30" W x 24" D x minimum of 36" H.
- **Drawers:** Ball-bearing, full-extension slides. Routed handles into the drawer face, no additional hardware necessary.
- **Weight Capacity:** Minimum of 200 lbs.
- **Finish:** Non-toxic, easy-to-clean finish.
- Must comply with all STURDY act requirements and be freestanding.

#### 7. **Open-Faced Wardrobe (See Appendix G)**

- **Material:** Solid wood, high-quality laminate, or a combination of materials for structure.
- **Design:** Open-face design with space for hanging clothes and shelf for storage.
- **Dimensions:** 36" W x 24" D x 72" H overall.
- **Features:** Must include durable hanging rod, a top open shelf, and two bottom drawers.
- **Finish:** Smooth, durable surface finish; non-toxic, environmentally friendly paint or stain.

### **B. Design and Construction Requirements**

1. **Materials:** All furniture must be constructed of high-quality materials, including solid wood, laminate, and/or steel. The materials used must be durable, aesthetically pleasing, and compliant with relevant safety and environmental regulations.
2. **Finishes:** Except where specified, all solid wood and laminate finishes should be Natural Oak, Natural Maple, or similar. Except where specified all steel or metal construction should be matte black/silver.

3. **Durability:** All products must be built to withstand daily usage by students, including heavy-duty use of drawers, chairs, and beds.
4. **Safety:** All furniture must have no sharp edges or dangerous protrusions. All products must comply with standard safety regulations, including fire safety standards, non-toxic finishes, and environmental standards.
5. **Ergonomics:** The design of all furniture pieces, especially tables and chairs, should ensure comfort for prolonged usage, particularly for studying and sitting.

### **C. Installation and Delivery Requirements**

1. **Delivery:** The furniture must be delivered to the designated dormitory facilities on or before the agreed-upon deadline.
2. **Installation:** The University shall install all furniture into the residential facilities. Where required, instructions shall be provided by the contractor for installation.
3. **Cleaning and Maintenance:** Provide care instructions for the maintenance and cleaning of the furniture to ensure longevity.

### **D. Warranty Requirements**

1. The contractor must provide the standard manufacturer's warranty, minimum of 10 years, without exclusions for all furniture herein listed.
2. The contractor will also be responsible for processing and servicing all warranty claims.

**SOUTHEAST MISSOURI STATE UNIVERSITY  
DORMITORY FURNITURE  
INVITATION FOR BID 6033**

**GENERAL CONTRACTUAL REQUIREMENTS**

This portion of the IFB pertains to the bidder(s) selected for final contract award (“contractor”).

1. The contract shall not bind, nor purport to bind, the University for any contractual commitment in excess of the original contract period specified in the Notice of Contract Award which is anticipated to be from date of award through March 31, 2026. The University shall have the right, at its sole option, to extend the contract for four (4) one-year periods, or any portion thereof. In the event that the University exercises such right, all terms, conditions, and specifications of the original contract, as amended, shall remain the same and apply during the extension period.
  - 1.1 If an extension option is exercised, the contractor shall agree that the price(s) stated on the Pricing Page shall not be increased in excess of the maximum percentage of increase for the applicable option.
  - 1.2 The percentage of increase for each extension option shall be computed against and added to the price(s) stated on the Pricing Page for the original contract period. It is not a cumulative increase. If the Pricing Page does not include such percentages or if applicable spaces are not completed by the contractor, the price(s) during extension periods shall be the same as during the original contract period.
  - 1.3 The University may not automatically exercise an extension option based upon the maximum percentage of increase and reserves the right to request justification from the contractor supporting the requested increase. The University reserves the right to request an extension of the contract at a price less than that price derived from the contractor’s maximum percentage of increase.
  - 1.4 After the available renewal periods have been exhausted, the University reserves the right to extend the contract. Terms, conditions, provisions, and pricing shall be mutually agreed to by the University and the contractor.
2. All prices shall be as indicated on the Pricing Page of this document, or as specifically provided for by this document. The University shall not pay nor be liable for any other costs. The contractor shall not be allowed any additional compensation for any matter of which the contractor might have fully informed itself of prior to the opening date of the Invitation for Bid.
  - 2.1 Payment for all goods and services required herein shall be made after the successful completion of all requirements as set forth in the contract and subsequent purchase order(s). In addition, the University will not make any advance deposits.
3. The contractor agrees and understands that the contract shall not be construed as an exclusive arrangement and further agrees that the University may secure identical and/or similar services from other sources at any time in conjunction with or in replacement of the contractor’s service.

4. Upon expiration, termination or cancellation of the contract, the contractor shall ensure continuity of warranty services in accordance with the terms and conditions, requirements and specifications of the contract for a period not to exceed the warranty period.
5. The contractor represents itself to be an independent contractor offering such services to the general public and shall not represent itself or its employees to be employed by the University. The sole relationship between the University and the contractor is as established by this contract. The contractor acknowledges responsibility for filing all returns and paying all taxes, FICA, employee fringe benefits, workers compensation, employee insurance, minimum wage requirements, overtime, etc., associated with the performance of the contractual requirements herein, and agrees to indemnify, save, and hold the University, its officers, agents, and employees, harmless from and against, any and all losses, costs, attorney fees, and damage of any kind related to such matters. Upon request, the contractor will provide to the University evidence of compliance with these requirements.
6. In accordance with all applicable provisions of the Revised Statutes of the State of Missouri, no of Missouri who exercises any functions or responsibilities in the review or approval of the undertaking or carrying out of the Scope of Work covered by the contract shall voluntarily acquire any personal interest, directly or indirectly, in the contract.
7. The contractor shall agree that the University shall not be responsible for any liability incurred by the contractor or his/her employees arising out of the ownership, selection, possession, leasing, rental, operation, control, use, maintenance, delivery, return, and installation of equipment provided by the contractor, except as otherwise provided in the contract.
8. The contractor shall understand and agree that the University cannot save and hold harmless and/or indemnify the contractor or employees against any liability incurred or arising as a result of any activity of the contractor or any activity of the contractor's employees related to the contractor's performance under the contract. Therefore, the contractor must acquire and maintain adequate liability insurance in the form(s) and amount(s) sufficient to protect the University, its Board of Regents, its employees, its clients, and the general public against any such loss, damage and/or expense related to his/her performance under the contract. The insurance coverage shall include general liability and appropriate professional liability. The insurance shall include an endorsement that adds the University as an additional insured. Written evidence of the insurance shall be provided by the contractor to the University upon request. The evidence of insurance shall include, but shall not necessarily be limited to: effective dates of coverage, limits of liability, insurer's name, policy number, endorsement by representatives of the insurance company, etc. Evidence of self-insurance coverage or of another alternative risk financing mechanism may be utilized provided that such coverage is verifiable and irrevocably reliable. In the event the insurance coverage is canceled, the University must be notified immediately.
9. The contractor shall not be responsible for any injury or damage occurring as a result of any negligent act or omission committed by the University, including its Board of Regents, agencies, employees, and assigns.
10. If the services specified in the contract require the contractor to: (1) operate a vehicle over 26,000 pounds, (2) haul hazardous materials, (3) transport more than 15 passengers, or (4) engage in any other activity outlined in the Uniform Commercial Driver License Act, the



vehicle's driver must meet the requirements of the Uniform Commercial Drivers' License Act. The contractor must submit proof of such if requested by the University.

11. In the event of manufacturer discontinuation of a contract item, the contractor shall substitute an item with equal or better capabilities for equal or less cost than the discontinued item. The contractor shall not substitute any item without final approval of the University. The University shall be the final authority as to acceptability of requested substitutions and reserves the right to accept or reject any substitution requests.
12. The University will order on an as-needed basis and does not guarantee any usage on any contract awarded. A purchase order will be issued when furniture is needed.
13. The University reserves the right to terminate the contract at any time, for the convenience of the University, without penalty or recourse, by giving written notice to the contractor at least 30 calendar days prior to the effective date of such termination. Payment would be made for services already rendered.
14. In connection with services provided under the contract, the contractor agrees to comply with the Fair Labor Standards Act, Fair Employment Practices, Equal Employment Opportunity Act, and all other applicable federal and state laws, regulations, and executive orders to the extent that the same may be applicable.
15. **ANTI-DISCRIMINATION AGAINST ISRAEL CERTIFICATION:** By submitting and signing a bid, the contractor certifies that it is not currently engaged in and shall not, for the duration of the contract, engage in a boycott of goods or services from the State of Israel, companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel, or persons or entities doing business in the State of Israel as defined by Section 34.600 RSMo. This certification shall not apply to contracts with a total potential value of less than One Hundred Thousand Dollars (\$100,000) or to contractors with fewer than ten (10) employees.

**SOUTHEAST MISSOURI STATE UNIVERSITY  
DORMITORY FURNITURE  
INVITATION FOR BID 6033**

**BIDDER'S INFORMATION**

This portion of the IFB pertains to any interested party which wishes to be provided an opportunity to submit a bid.

1. Southeast currently issues all solicitations via the University's website at <https://semo.edu/finance-admin/vendors.html>. In addition to the original solicitation document, all amendments (if any) and all questions and answers received during the solicitation process will be posted to the website. Bidders are encouraged to check such frequently. Additionally, the University will update the website immediately upon award.
2. Any bidder with questions should contact Tanya Stevens, Buyer, at [tstevens@semo.edu](mailto:tstevens@semo.edu). Bidders may not contact other University employees regarding any of these matters while the IFB and evaluation are in process. It is preferred that all questions be sent via e-mail to [tstevens@semo.edu](mailto:tstevens@semo.edu). The bidder must submit all questions no later than seven (7) calendar days prior to the IFB opening date.
3. The bidder must sign, seal, and deliver the bid by the IFB opening date and time as indicated on the IFB cover sheet. The bidder should include one (1) complete, physical copy and one (1) complete USB flash drive copy of the bid for distribution to the appropriate committee personnel. The University only requests copies of any pages completed by the bidder and any additional pages added by the bidder. Copies of the original Invitation for Bid package or any attachments thereto are not needed.
4. Bid openings are public on the IFB opening date and time specified on the IFB cover sheet.
5. EVALUATION PROCESS: The award of a contract resulting from the IFB shall be based on the lowest and best bid received in accordance with the following evaluation criteria. The evaluation criteria are further defined in subsequent paragraphs. Failure to provide adequate information for evaluation of the below listed criteria may result in minimal subjective consideration and/or rejection of the bidder's package. The University anticipate multiple awards.
  - 5.1 Cost - 50%
  - 5.2 Experience, and Reliability of Offeror's Organization - 20%
  - 5.3 Proposed Product/Contractor Support – 30%
6. COST: Cost shall be evaluated based on the firm, fixed prices as indicated by the bidder on the Pricing Page. Unit prices must include all applicable charges including shipping, handling, delivery, warranty, etc.
  - 6.1 The bidder shall not be entitled to any other form of payment or reimbursement not specifically provided for by this document.
7. EXPERIENCE, AND RELIABILITY OF BIDDER'S ORGANIZATION

- 7.1 Company Profile: Include company background, experience in manufacturing furniture, and relevant projects.
  - 7.2 The bidder should submit at least three (3) current customers who have acquired the same or similar type of furniture from the bidder. Each reference should include organization name, contact person with respective e-mail address, title, telephone number, and address. The bidder may use **Attachment 1** to submit references. It is desirable that the bidder provide a list of higher education or similar academic environment customers who have acquired similar furniture from the bidder.
  - 7.3 The bidder is advised to submit any information which documents successful and reliable experience in past performances similar in nature to the requirements specified in this document.
8. **PROPOSED PRODUCT/CONTRACTOR SUPPORT:** The bidder may propose any furniture which meets or exceeds the specifications as listed in this document. Bids will be subjectively evaluated for furniture specifications and contractor support; therefore, the bidder is encouraged to make sure all products proposed are adequately described. Specifically, the bidder should provide the following:
- 8.1 Detailed Specifications/Samples and Photos: The bidder should provide detailed technical specifications of the furniture to include materials, dimensions, brand/model, size, capacities, features, etc. and provide visual samples or photographs of the proposed furniture, in the form of brochures or other literature.
  - 8.2 Lead Time: Provide the estimated lead time for production and delivery of the furniture.
  - 8.3 Warranty and Support: The bidder should fully describe the ability to support the proposed product with respect to timely delivery, warranty, and customer support.
9. The University reserves the right to request a sample product to aid in the evaluation. All costs incurred to ship the sample to the University will be borne by the bidder. The University, at its sole option, may keep or return the sample requested. Costs incurred to return the samples to the bidder will be borne by the University. If the University desires to keep the product, the bidder will be paid in accordance with the price as stated on the Pricing Page.
- 9.1 Upon request by the University, the bidder will be given ten (10) business days to provide the requested sample. Failure to provide sample within allotted time may result in rejection of bid.
10. **ATTACHMENT 2** -Vendor Business Information: It is the intent of Southeast Missouri State University to seek and solicit vendor participation from certified minority, women, Missouri service-disabled veteran owned businesses, and blind/sheltered workshops. Therefore, the bidder is requested to complete and return Attachment 2 with the bid response. Completion of this Attachment does not affect contract award.
11. The attached Terms and Conditions, Invitation for Bid (revised 08/27/2019), are hereby incorporated. Bidder's terms and conditions which conflict with this Invitation for Bid and/or the attached Terms and Conditions could result in rejection of the bidder's response.

**SOUTHEAST MISSOURI STATE UNIVERSITY  
DORMITORY FURNITURE  
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**PRICING PAGE**

The bidder must provide a firm, fixed price or “no-bid” for the item listed below. As the University only accepts items shipped FOB destination, the unit price must include all applicable charges (such as shipping, handling, delivery, warranty, etc.).

The bidder may propose any equipment that meets or exceeds the specifications listed herein. However, the bidder must state below the manufacturer and model number and should submit a brochure or other descriptive literature that fully describes the proposed item. In addition, the bidder must specify the number of business days required for delivery after receipt of a purchase order.

1. Platform Bed with Drawers

\$ \_\_\_\_\_ firm, fixed price per each

\_\_\_\_\_ days, ARO

\_\_\_\_\_ Manufacturer/Model

2. Medium/Tall Loft Bed with Stabliizers

\$ \_\_\_\_\_ firm, fixed price per each

\_\_\_\_\_ days, ARO

\_\_\_\_\_ Manufacturer/Model

3. Table Desk

\$ \_\_\_\_\_ firm, fixed price per each

\_\_\_\_\_ days, ARO

\_\_\_\_\_ Manufacturer/Model

4. Table Desk with Pencil Drawer

\$ \_\_\_\_\_ firm, fixed price per each

\_\_\_\_\_ days, ARO

\_\_\_\_\_ Manufacturer/Model

5. Chair

\$\_\_\_\_\_ firm, fixed price per each

\_\_\_\_\_ days, ARO

\_\_\_\_\_ Manufacturer/Model

6. 4-Drawer Chest

\$\_\_\_\_\_ firm, fixed price per each

\_\_\_\_\_ days, ARO

\_\_\_\_\_ Manufacturer/Model

7. Open-Faced Wardrobe

\$\_\_\_\_\_ firm, fixed price per each

\_\_\_\_\_ days, ARO

\_\_\_\_\_ Manufacturer/Model

In the event the University exercises its option to renew the contract, the bidder must state below the maximum percentage of increase for each renewal option. Failure to complete this section may result in the rejection of the bidder's package. Please note: The percentage of increase indicated below is computed against and added to the original price(s). Therefore, if you anticipate a yearly increase of 5%, you will need to indicate 5% for year one, 10% for year two, etc. The percentages of increase are not cumulative.

\_\_\_\_\_ % Maximum percentage of increase for first contract renewal period

\_\_\_\_\_ % Maximum percentage of increase for second contract renewal period

\_\_\_\_\_ % Maximum percentage of increase for third contract renewal period

\_\_\_\_\_ % Maximum percentage of increase for fourth contract renewal period

By signature below, the bidder hereby affirms that all prices and percentages are quoted pursuant to the terms and conditions of Invitation for Bid 6033. In addition, the bidder understands and certifies the following:

- The contractor shall only utilize personnel authorized to work in the United States in accordance with applicable federal and state laws. This includes but is not limited to the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA) and INA Section 274A.
- If the contractor is found to be in violation of this requirement or the applicable laws of the state, federal and local laws, and regulations, and if the State of Missouri has reasonable cause to believe that the contractor has knowingly employed individuals who are not eligible to work in the United States, the University shall have the right to cancel the contract immediately without penalty or recourse and suspend or debar the contractor from doing business with the University.
- The contractor certifies that it is not currently engaged in and shall not, for the duration of the contract, engage in a boycott of goods or services from the State of Israel, companies doing business in or with Israel or authorized by, licensed by, or organized under the laws of the State of Israel, or persons or entities doing business in the State of Israel as defined by Section 34.600 RSMo. This certification shall not apply to contracts with a total potential value of less than One Hundred Thousand Dollars (\$100,000) or to contractors with fewer than ten (10) employees.
- The contractor agrees to fully cooperate with any audit or investigation from federal, state, or local law enforcement agencies.

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Company Name

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Signature/Date

Appendix A – Platform Beds



Appendix B – Medium/Tall Loft Bed with Stabilizer





Appendix C – Table Desk



Appendix D – Table Desk with Pencil Drawer



Appendix E – Desk Chair



Appendix F – 4- Drawer Chest



Appendix G – Open-Faced Wardrobe



**SOUTHEAST MISSOURI STATE UNIVERSITY  
NETWORK MANAGEMENT AND SECURITY EVALUATION  
INVITATION FOR BID 6033**

**ATTACHMENT 1  
OFFEROR'S EXPERIENCE**

The bidder should provide three (3) references as requested on page 10, item 7.2 of IFB 6033 .

Organization Name \_\_\_\_\_

Contact Person \_\_\_\_\_

E-mail Address \_\_\_\_\_

Address \_\_\_\_\_

Telephone No . \_\_\_\_\_

Brief Description \_\_\_\_\_

\_\_\_\_\_

Organization Name \_\_\_\_\_

Contact Person \_\_\_\_\_

E-mail Address \_\_\_\_\_

Address \_\_\_\_\_

Telephone No . \_\_\_\_\_

Brief Description \_\_\_\_\_

\_\_\_\_\_

Organization Name \_\_\_\_\_

Contact Person \_\_\_\_\_

E-mail Address \_\_\_\_\_

Address \_\_\_\_\_

Telephone No . \_\_\_\_\_

Brief Description \_\_\_\_\_

\_\_\_\_\_

## ATTACHMENT 2 VENDOR INFORMATION

It is the intent of Southeast Missouri State University to seek and solicit vendor participation from certified minority, women, Missouri service-disabled veteran owned businesses, and blind/sheltered workshops. Please complete the applicable sections of this form and return with your bid or proposal response. Completion of the following information does not affect purchase order/contract award.

### **SECTION I**

#### **BUSINESS TYPE**

- |   |   |
|---|---|
| <input type="checkbox"/> A. Small, Minority, Missouri         | <input type="checkbox"/> F. Large, Non-Minority, Missouri     |
| <input type="checkbox"/> B. Small, Non-Minority, Missouri     | <input type="checkbox"/> G. Large, Minority, Non-Missouri     |
| <input type="checkbox"/> C. Small, Minority, Non-Missouri     | <input type="checkbox"/> H. Large, Non-Minority, Non-Missouri |
| <input type="checkbox"/> D. Small, Non-Minority, Non-Missouri | <input type="checkbox"/> I. Female-Owned Business             |
| <input type="checkbox"/> E. Large, Minority Missouri          | <input type="checkbox"/> J. Unable to Classify                |

#### **DEFINITIONS:**

Small: An organization with less than 500 employees.

Large: An organization with greater than 500 employees.

Minority: An organization that has been (1) certified socially and economically disadvantaged by the Small Business Administration, (2) certified as a minority business enterprise by a state or federal agency, or (3) is an independent business concern that is 51% owned and controlled by a minority group member including:

- Black American
- Hispanic American with origins from Puerto Rico, Mexico, Cuba, South or Central America
- Native Indian, Eskimo, or Native Hawaiian
- Asian Pacific American with origins from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, northern Marianas, Laos, Cambodia, Taiwan, or the Indian Subcontinent

Non-Minority: An organization that does not satisfy the criteria listed above for Minority.

Missouri: An organization whose state of incorporation is in Missouri, or if not incorporated whose principal place of business is in Missouri.

Non-Missouri: An organization whose state of incorporation is not in Missouri, or if not incorporated whose principal place of business is located outside Missouri.

*For example*: An organization having 50 employees, owned by a Black American, and whose general mailing address is Tampa, Florida would be classified as:

- Small, Minority, Non-Missouri

**SECTION II**

**SERVICE-DISABLED VETERAN STATUS**

Service-Disabled Veteran (SDV): Any individual who is disabled as certified by the appropriate federal agency responsible for the administration of veterans' affairs.

Service-Disabled Veteran Business Enterprise (SDVE): a business concern

- not less than fifty-one (51) percent of which is owned by one or more service-disabled veterans OR, in the case of any publicly owned business, not less than fifty-one (51) percent of the stock of which is owned by one or more service-disabled veterans; AND
- the management and daily business operations of which are controlled by one or more service-disabled veterans.

If a bidder meets the standards of a qualified SDVE as defined in 34.074 RSMo and is either doing business as a Missouri firm, corporation, or individual; or maintains a Missouri office or place of business, please provide the following:

- a copy of an award letter from the Department of Veterans Affairs (VA), or a copy of the bidder's discharge paper (DD Form 214, Certificate of Release or Discharge from Active Duty); AND
- a completed copy of this section

By signing below, I certify that I meet the standards of a SDVE as defined in section 34.074, RSMo, and that I am either doing business as a Missouri firm, corporation, or individual; or maintain Missouri offices or places of business at the location(s) listed below.

\_\_\_\_\_  
Service-Disabled Veteran's Name  
(Please Print)

\_\_\_\_\_  
Service-Disabled Veteran Business Name

\_\_\_\_\_  
Service-Disabled Veteran's Signature

\_\_\_\_\_  
MO Address of Service-Disabled  
Veteran Business



**SECTION III**

**BLIND OR SHELTERED WORKSHOP**

Indicate appropriate business classification (s):

\_\_\_\_\_ Organization \_\_\_\_\_ Sheltered  
for the Blind Workshop

**Organization Name:** \_\_\_\_\_

**Organization Address:** \_\_\_\_\_

\_\_\_\_\_

**Organization Contact Name:** \_\_\_\_\_

**Email Address:** \_\_\_\_\_

**Phone Number:** \_\_\_\_\_

**Certification Number:** \_\_\_\_\_  
(or attach a copy of certificate)

**Certification Expiration Date:** \_\_\_\_\_

\_\_\_\_\_  
Authorization Signature of Participating Organization  
(Organization of the Blind or Sheltered Workshop)

\_\_\_\_\_  
Date

**SOUTHEAST MISSOURI STATE UNIVERSITY  
TERMS AND CONDITIONS  
INVITATION FOR BID**

**1. TERMINOLOGY/DEFINITIONS**

Whenever the following words and expressions appear in an Invitation for Bid (IFB) document or any amendment thereto, the definition or meaning described below shall apply.

- a. **Amendment** means a written, official modification to an IFB or to a contract.
- b. **Attachment** applies to all forms which are included with an IFB to incorporate any informational data or requirements related to the performance requirements and/or specifications and which the bidder should complete and submit with the sealed bid prior to the specified opening date and time.
- c. **Bid Opening Date and Time** and similar expressions mean the exact deadline required for the physical receipt of sealed bids in the Purchasing Department.
- d. **Bidder** means the person or organization that responds to an IFB by submitting a bid with prices to provide the equipment, supplies, and/or services as required in the IFB document.
- e. **Buyer** means the procurement staff member of the Purchasing Department. The **Contact Person** as referenced herein is usually the Buyer.
- f. **Contract** means a legal and binding agreement between two or more competent parties, in exchange for consideration, for the procurement of equipment, supplies, and/or services.
- g. **Contractor** means a person or organization who is a successful bidder as a result of an IFB and who enters into a contract.
- h. **Invitation for Bid (IFB)** means the solicitation document issued by the Purchasing Department to potential bidders for the purchase of equipment, supplies, and/or services as described in the document. The definition includes these Terms and Conditions as well as all Pricing Pages, Attachments, and Amendments thereto.
- i. **May** means that a certain feature, component, or action is permissible, but not required.
- j. **Must** means that a certain feature, component, or action is a mandatory condition. Failure to provide or comply will result in a bid being considered non-responsive and not evaluated nor considered for contract award.
- k. **Pricing Page(s)** applies to the form(s) on which the bidder must state the price(s) applicable for the equipment, supplies, and/or services required in the IFB. The pricing pages must be completed and submitted by the bidder with the sealed bid prior to the specified bid opening date and time.
- l. **RSMo (Revised Statutes of Missouri)** refers to the body of laws enacted by the Legislature which govern the operations of all agencies of the State of Missouri.
- m. **Shall** has the same meaning as the word must.
- n. **Should** means that a certain feature, component and/or action is desirable but not mandatory.
- o. **University and/or Southeast** means Southeast Missouri State University.

**2. APPLICABLE LAWS, REGULATIONS, AND POLICIES**

- a. The contract shall be construed according to the laws of the State of Missouri. The contractor shall comply with all local, state, and federal laws and regulations related to the performance of the contract to the extent that the same may be applicable.
- b. To the extent that a provision of the contract is contrary to the Constitution or laws of the State of Missouri or of the United States, the provision shall be void and unenforceable. However, the balance of the contract shall remain in force between the parties unless terminated by consent of both the contractor and the University.
- c. The contractor must be registered and maintain good standing with the Secretary of State of the State of Missouri and other regulatory agencies, as may be required by law or regulations.
- d. The exclusive venue for any legal proceeding relating to or arising out of the IFB or resulting contract shall be in the Circuit Court of Cape Girardeau County, Missouri.
- e. The contractor shall only utilize personnel authorized to work in the United States in accordance with applicable federal and state laws and Executive Order 07-13 for work performed in the United States.
- f. The contractor shall comply with the University's Tobacco Usage in the Workplace Policy. The University is a smoke-free, tobacco-free campus. Therefore, smoking and using tobacco products (both indoors and outdoors) is prohibited on University property and in University vehicles.
- g. The contractor shall never have been terminated from a contract under section 432 of the HEA for a reason involving the acquisition, use, or expenditure of Federal, State, or local government funds, or have been administratively or judicially determined to have committed fraud or any other material violation of law involving Federal, State, or local government funds; or contract with or employ any individual, agency, or organization that has been, or whose officers or employees have been convicted of, or pled nolo contendere or guilty to, a crime involving the acquisition, use, or expenditure of Federal, State, or local government funds; or Administratively or judicially determined to have committed fraud or any other material violation of law involving Federal, State, or local government funds.

### 3. OPEN COMPETITION/INVITATION FOR BID DOCUMENT

- a. It shall be the bidder's responsibility to ask questions, request changes or clarification, or otherwise advise the Purchasing Department if any language, specifications or requirements of an IFB appear to be ambiguous, contradictory, and/or arbitrary, or appear to inadvertently restrict or limit the requirements stated in the IFB to a single source. Any and all communication from bidders regarding specifications, requirements, competitive bid process, etc., must be directed to the Purchasing Department. Such communication must be received no later than seven (7) calendar days prior to the official bid opening date.
- b. Every attempt shall be made to ensure that the bidder receives an adequate and prompt response. However, in order to maintain a fair and equitable bid process, all bidders will be advised, via the issuance of an amendment to the IFB, of any relevant or pertinent information related to the procurement. Therefore, bidders are advised that unless specified elsewhere in the IFB, any questions received less than seven (7) calendar days prior to the IFB opening date may not be answered.
- c. Bidders are cautioned that the only official position of the University is that which is issued by the Purchasing Department in the form of the IFB or an amendment thereto. No other means of communication, whether oral or written, shall be construed as a formal or official response or statement.
- d. Southeast monitors all procurement activities to detect any possibility of deliberate restraint of competition, collusion among bidders, price-fixing by bidders, or any other anticompetitive conduct by bidders which appears to violate state and federal antitrust laws. Any suspected violation shall be referred to the Missouri Attorney General's Office for appropriate action.
- e. The IFB and any Amendments are available for viewing and printing from the University's website. Registered bidders may be electronically notified of the bid opportunity based on the information maintained in the University's vendor database.
- f. The University reserves the right to officially amend or cancel an IFB after issuance. E-mail notification of the amendment or cancellation will not be issued.

### 4. PREPARATION OF BIDS

- a. Bidders **must** examine the entire IFB carefully. Failure to do so shall be at bidder's risk.
- b. Unless otherwise specifically stated in the IFB, all specifications and requirements constitute minimum requirements. All bids must meet or exceed the stated specifications and requirements.
- c. Unless otherwise specifically stated in the IFB, any manufacturer names, trade names, brand names, information and/or catalog numbers listed in a specification and/or requirement are for informational purposes only and are not intended to limit competition. The bidder may offer any brand which meets or exceeds the specification for any item, but must state the manufacturer's name and model number for any such brands in the bid. In addition, the bidder shall explain, in detail, (1) the reasons why the proposed equivalent meets or exceeds the specifications and/or requirements, and (2) why the proposed equivalent should not be considered an exception thereto. Bids which do not comply with the requirements and specifications are subject to rejection without clarification.
- d. Bids lacking any indication of intent to bid an alternate brand or to take an exception shall be received and considered in complete compliance with the specifications and requirements as listed in the IFB.
- e. All equipment and supplies offered in a bid must be new, of current production, and available for marketing by the manufacturer unless the IFB clearly specifies that used, reconditioned, or remanufactured equipment and supplies may be offered.
- f. Prices shall include all packing, handling and shipping charges and must be FOB destination unless otherwise specified in the IFB.
- g. Bids, including all pricing therein, shall remain valid for 90 days from bid opening unless otherwise indicated. If the bid is accepted, the entire bid, including all prices, shall be firm for the specified contract period.
- h. Any foreign bidder not having an Employer Identification Number assigned by the United States Internal Revenue Service (IRS) must submit a completed IRS Form W-8 prior to or with the submission of their bid in order to be considered for award.

### 5. SUBMISSION OF BIDS

- a. All bids must (1) be signed by a duly authorized representative of the bidder's organization, (2) contain all information required by the IFB, (3) be priced as required, (4) be sealed in an envelope or container, and (5) be mailed or hand-delivered to the Purchasing Department and officially clocked in no later than the exact opening time and date specified in the IFB.
- b. Mailed bids should be clearly marked on the outermost envelope with (1) the official IFB number, and (2) the official opening date and time. Different bids should not be placed in the same envelope, although copies of the same bid may be placed in the same envelope.
- c. A bid which has been delivered to the Purchasing Department may be modified by signed, written notice which has been received by the Purchasing Department prior to the official opening date and time specified. A bid may also be modified in person by the bidder or its authorized representative, provided proper identification is presented before the official opening date and time. Telephone, telegraphic, email, or faxed requests to modify a bid shall not be honored.
- d. A bid which has been delivered to the Purchasing Department may only be withdrawn by a signed, written notice or facsimile which has been received by the Purchasing Department prior to the official opening date and time specified. A bid may also be withdrawn in person by the bidder or its authorized representative, provided proper identification is presented before the official opening date and time. Telephone or e-mail requests to withdraw a bid shall not be honored.

- e. Bidders must sign and return the IFB cover page or, if applicable, the cover page of the last amendment thereto in order to constitute acceptance by the bidder of all IFB terms and conditions. Failure to do so may result in rejection of the bid unless the bidder's full compliance with those documents is indicated elsewhere within the bidder's response.
- f. Faxed bids shall not be accepted unless otherwise indicated on the IFB cover sheet. However, faxed and e-mailed no-bid notifications shall be accepted.

## **6. BID OPENING**

- a. Bid openings are public on the opening date and at the opening time specified on the IFB document. Names, locations, and prices of respondents shall be read at the bid opening.
- b. Bids which are not received in the Purchasing Department prior to the official opening date and time shall be considered late, regardless of the degree of lateness, and normally will not be opened. Under extraordinary circumstances, the Purchasing Department may authorize the opening of a late bid. The following guidelines may be utilized to determine the criteria for an extraordinary circumstance: (1) University offices were closed due to inclement weather conditions or other unforeseen reasons, and (2) postal or courier services were delayed due to labor strikes or unforeseen "Acts of God".

## **7. EVALUATION/AWARD**

- a. Any clerical error, apparent on its face, may be corrected by the Purchasing Department before contract award. Upon discovering an apparent clerical error, the buyer shall contact the bidder and request clarification of the intended bid. The correction shall be incorporated in the notice of award. Examples of apparent clerical errors are (1) misplacement of a decimal point, and (2) obvious mistake in designation of unit.
- b. Any pricing information submitted by a bidder shall be subject to evaluation if deemed to be in the best interest of the University.
- c. The bidder is encouraged to propose price discounts for prompt payment or propose other price discounts that would benefit the University. However, unless otherwise specified in the IFB, pricing shall be evaluated at the maximum potential financial liability to the University.
- d. Award shall be made to the bidder whose bid (1) complies with all mandatory specifications and requirements of the IFB, (2) is the lowest or best bid, considering price, responsibility of the bidder, and all other evaluation criteria specified in the IFB, and (3) complies with Sections 34.010 and Executive Order 04-09.
- e. In the event all bidders fail to meet the same mandatory requirement in the IFB, the University reserves the right, at its sole discretion, to waive that requirement for all bidders and to proceed with the evaluation. In addition, the University reserves the right to waive any minor irregularity or technicality found in any individual bid.
- f. The University reserves the right to reject any and all bids. When all bids are non-responsive or otherwise unacceptable and circumstances do not permit a rebid, the University may negotiate for the required supplies.
- g. When evaluating a bid, the University reserves the right to consider relevant information and fact, whether gained from a bid, from a bidder, from bidder's references, or from any other source.
- h. Any information submitted with the bid, regardless of the format or placement of such information, may be considered in making decisions related to the responsiveness and merit of a bid and the award of a contract.
- i. Any award of a contract shall be made by notification from the Purchasing Department to the successful bidder. The Purchasing Department reserves the right to make awards by item, group of items, or an all or none basis. The grouping of items awarded shall be determined by the Purchasing Department based upon factors such as item similarity, location, administrative efficiency, or other considerations in the best interest of the University.
- j. All bids and associated documentation which were submitted on or before the official opening date and time will be considered open records pursuant to Section 610.021 RSMo following the official opening of bids.
- k. The Purchasing Department reserves the right to request clarification of any portion of the bidder's response in order to verify the intent of the bidder. The bidder is cautioned, however, that its response may be subject to acceptance or rejection without further clarification.
- l. The final determination of contract award shall be made by the Purchasing Department.
- m. The Purchasing Department's website will be updated upon contract award for bidders to view for a reasonable period of time.
- n. Any bid award protest must be submitted in writing and must be received within ten (10) business days after the date of award in accordance with the requirements of 1 CSR 40-1.050 (12). A protest submitted after the ten (10) business day period shall not be considered.

## **8. CONTRACT/PURCHASE ORDER**

- a. By submitting a bid, the bidder agrees to furnish any and all equipment, supplies and/or services specified in the IFB, at the prices quoted, pursuant to all requirements and specifications contained therein.
- b. A binding contract shall consist of (1) the IFB and any amendments thereto, (2) the contractor's response (bid) to the IFB, (3) clarification of the bid, if any, and (4) University's acceptance of the response (bid) by "notice of award" or by "purchase order." All Attachments included in the IFB shall be incorporated into the contract by reference.

- c. A notice of award issued by the University does not constitute an authorization for shipment of equipment or supplies or a directive to proceed with services. Before providing equipment, supplies and/or services for the University, the contractor must receive a properly authorized purchase order or other form of authorization given to the contractor at the discretion of the University.
- d. The contract expresses the complete agreement of the parties and performance shall be governed solely by the specifications and requirements contained therein. Any change to the contract, whether by modification and/or supplementation, must be accomplished by a formal contract amendment signed and approved by and between the duly authorized representative of the contractor and the Purchasing Department or by a modified purchase order prior to the effective date of such modification. The contractor expressly and explicitly understands and agrees that no other method and/or no other document, including correspondence, acts, and oral communications by or from any person, shall be used or construed as an amendment or modification to the contract.

## **9. INVOICING AND PAYMENT**

- a. The University does not pay state or federal taxes unless otherwise required under law or regulation. The University's Missouri sales tax exemption number is 10124128.
- b. For each purchase order received, an invoice must be submitted that references the purchase order number and must be itemized in accordance with items listed on the purchase order. Failure to comply with this requirement may delay processing of invoices for payment.
- c. The contractor shall not transfer any interest in the contract, whether by assignment or otherwise, without the prior written consent of the University.
- d. Payment for all equipment, supplies, and/or services required herein shall be made in arrears unless otherwise indicated in the IFB.
- e. The University assumes no obligation for equipment, supplies, and/or services shipped or provided in excess of the quantity ordered. Any unauthorized quantity is subject to the University's rejection and shall be returned at the contractor's expense.
- f. All invoices for equipment, supplies, and/or services purchased by the University shall be subject to late payment charges as provided in Section 34.055 RSMo.

## **10. DELIVERY**

Time is of the essence. Deliveries of equipment, supplies, and/or services must be made no later than the time stated in the contract or within a reasonable period of time, if a specific time is not stated.

## **11. INSPECTION AND ACCEPTANCE**

- a. No equipment, supplies, and/or services received by the University pursuant to a contract shall be deemed accepted until the University has had reasonable opportunity to inspect said equipment, supplies, and/or services.
- b. All equipment, supplies, and/or services which do not comply with the specifications and/or requirements or which are otherwise unacceptable or defective may be rejected. In addition, all equipment, supplies, and/or services which are discovered to be defective or which do not conform to any warranty of the contractor upon inspection (or at any later time if the defects contained were not reasonably ascertainable upon the initial inspection) may be rejected.
- c. The University reserves the right to return any such rejected shipment at the contractor's expense for full credit or replacement and to specify a reasonable date by which replacements must be received.
- d. The University's right to reject any unacceptable equipment, supplies, and/or services shall not exclude any other legal, equitable or contractual remedies the University may have.

## **12. WARRANTY**

- a. The contractor expressly warrants that all equipment, supplies, and/or services provided shall (1) conform to each and every specification, drawing, sample or other description which was furnished to or adopted by the University, (2) be fit and sufficient for the purpose expressed in the IFB, (3) be merchantable, (4) be of good materials and workmanship, and (5) be free from defect.
- b. Such warranty shall survive delivery and shall not be deemed waived either by reason of the University's acceptance of or payment for said equipment, supplies, and/or services.

## **13. CONFLICT OF INTEREST**

- a. Officials and employees of the University, its governing body, or any other public officials of the State of Missouri must comply with Sections 105.452 and 105.454 RSMo regarding conflict of interest.

- b. The contractor hereby covenants that at the time of the submission of the bid the contractor has no other contractual relationships which would create any actual or perceived conflict of interest. The contractor further agrees that during the term of the contract neither the contractor nor any of its employees shall acquire any other contractual relationships which create such a conflict.

#### **14. REMEDIES AND RIGHTS**

- a. No provision in the contract shall be construed, expressly or implied, as a waiver by the University of any existing or future right and/or remedy available by law in the event of any claim by the University of the contractor's default or breach of contract.
- b. The contractor agrees and understands that the contract shall constitute an assignment by the contractor to the University of all rights, title and interest in and to all causes of action that the contractor may have under the antitrust laws of the United States or the State of Missouri for which causes of action have accrued or will accrue as the result of or in relation to the particular equipment, supplies, and/or services purchased or procured by the contractor in the fulfillment of the contract with the University.

#### **15. CANCELLATION OF CONTRACT**

- a. In the event of material breach of the contractual obligations by the contractor, the University may cancel the contract. At its sole discretion, the University may give the contractor an opportunity to cure the breach or to explain how the breach will be cured. The actual cure must be completed within no more than 10 working days from notification, or at a minimum the contractor must provide the University, within 10 working days from notification, a written plan detailing how the contractor intends to cure the breach.
- b. If the contractor fails to cure the breach or if circumstances demand immediate action, the University will issue a notice of cancellation terminating the contract immediately.
- c. If the University cancels the contract for breach, the University reserves the right to obtain the equipment, supplies, and/or services to be provided pursuant to the contract from other sources and upon such terms and in such manner as the University deems appropriate and charge the contractor for any additional costs incurred thereby.
- d. The contractor understands and agrees that funds required to fund the contract must be appropriated by the General Assembly of the State of Missouri for each fiscal year included within the contract period. The contract shall not be binding upon the University for any period in which funds have not been appropriated, and the University shall not be liable for any costs associated with termination caused by lack of appropriations.

#### **16. COMMUNICATIONS AND NOTICES**

Any notice to the bidder/contractor shall be deemed sufficient when deposited in the United States mail postage prepaid, posted to the University's website, transmitted by facsimile, transmitted by e-mail, or hand-carried and presented to an authorized employee of the bidder/contractor.

#### **17. BANKRUPTCY OR INSOLVENCY**

- a. Upon filing for any bankruptcy or insolvency proceeding by or against the contractor, whether voluntary or involuntary, or upon the appointment of a receiver, trustee, or assignee for the benefit of creditors, the contractor must notify the Purchasing Department immediately.
- b. Upon learning of any such actions, the Purchasing Department reserves the right, at its sole discretion, to either cancel the contract or affirm the contract and hold the contractor responsible for damages.

#### **18. INVENTIONS, PATENTS AND COPYRIGHTS**

The contractor shall defend, protect, and hold harmless the University, its officers, agents, and employees against all suits of law or in equity resulting from patent and copyright infringement concerning the contractor's performance or products produced under the terms of the contract.

#### **19. NON-DISCRIMINATION AND AFFIRMATIVE ACTION**

In connection with the furnishing of equipment, supplies, and/or services under the contract, the contractor and all subcontractors shall agree not to discriminate against recipients of services or employees or applicants for employment on the basis of race, ethnicity, religion, national origin, sex, sexual orientation, gender identity, age, genetic information, disability, or protected veteran status unless otherwise provided by law. If the contractor or subcontractor employs at least 50 persons, they shall have and maintain an affirmative action program which shall include:

- a. A written policy statement committing the organization to affirmative action and assigning management responsibilities and procedures for evaluation and dissemination;

- b. The identification of a person designated to handle affirmative action;
- c. The establishment of non-discriminatory selection standards, objective measures to analyze recruitment, an upward mobility system, a wage and salary structure, and standards applicable to layoff, recall, discharge, demotion, and discipline;
- d. The exclusion of discrimination from all collective bargaining agreements; and
- e. Performance of an internal audit of the reporting system to monitor execution and to provide for future planning.

If discrimination by a contractor is found to exist, the University shall take appropriate enforcement action which may include, but not necessarily be limited to, cancellation of the contract, suspension, or debarment by the University until corrective action by the contractor is made and ensured, and referral to the Attorney General's Office, whichever enforcement action may be deemed most appropriate.

## **20. AMERICANS WITH DISABILITIES ACT**

In connection with the furnishing of equipment, supplies, and/or services under the contract, the contractor and all subcontractors shall comply with all applicable requirements and provisions of the Americans with Disabilities Act (ADA).

## **21. EMERGENCIES**

In the event a catastrophic situation occurs at the University, the University may request the contractor's assistance with the emergency procurement or transportation of equipment, supplies, and/or services.

## **22. TITLES**

Titles of paragraphs used herein are for the purpose of facilitating reference only and shall not be construed to infer a contractual construction of language.

Revised 08/27/2019