

## State of Rhode Island Compliance with Federal Statutes and Regulations

### Q. 27 Assurances and Certifications

#### Nondiscrimination

[Rhode Island General Law: Chapter 28-5.1 - Equal Opportunity and Affirmative Action](#)

§ 28-5.1-4 (a). Employment policies for state employees.

Each appointing authority shall review the recruitment, appointment, assignment, upgrading, and promotion policies and activities for state employees without regard to race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, or disability. All appointing authorities shall hire and promote employees without discrimination.

Division that assures compliance: Office of Diversity, Equity and Opportunity  
<http://www.odeo.ri.gov/>

The mission of the State Equal Opportunity Office is to ensure equal opportunity compliance for all units of Rhode Island state government, as set forth by federal agencies and Rhode Island General Laws, and to ensure non-discrimination and equal opportunity in all aspects of state government, including, but not limited to, employment, procurement, and policy relative to state programs, services, and activities.

[Civil Rights Act of 1990](#) (Chapter 42-112)

[Fair Employment Practices](#) (Chapter 28-5)

#### Debarment and Suspension

State of Rhode Island, Title 220, Dept. of Administration, Chapter 30, Purchases, Part 4 Vendor Qualification, Prequalification and Solicitation, Section 4.8 Debarment and Suspension  
<http://sos.ri.gov/documents/archives/regdocs/released/pdf/DOA/8781.pdf>

#### Drug-Free Workplace Drug Free Workplace Policy

[Attached](#)

#### Conflict of Interest Safeguards

Statute: Rhode Island General Law: § 36-14 Code of Ethics  
<http://webserver.rilin.state.ri.us/Statutes/TITLE36/36-14/INDEX.HTM>

Statute: Rhode Island General Law: § 36-14-6 Statement of conflict of interest  
<http://webserver.rilin.state.ri.us/Statutes/TITLE36/36-14/36-14-6.HTM>

#### Restrictions Regarding Lobbying

Rhode Island General Law: [Title 36 Public Officers and Employees § 36-4-52](#) Restrictions on political activities of classified employees.

Unclassified employees of the State of Rhode Island are to comply with the Hatch Act.

Checklist Nos. 27 and 92 Written policies

A July 2018 memorandum restating these restrictions for classified and unclassified staff was sent to all employees in the Executive Branch by the Director of the RI Department of Administration.

Attached: 7-6-18 Political Activities Memo.pdf

**Other applicable requirements**

Sexual Harassment Policy

[Attached](#)

**Other Applicable RI Statutes**

- [Rhode Island Parental and Family Medical Leave Act](#) (Chapter 28-48)
- [The Rhode Island Whistleblowers' Protection Act](#) (Chapter 28-50)
- [Workplace Violence Protection](#) (Chapter 28-52)