

EEOC Releases Promising Practices for Preventing Harassment in the Construction Industry



An EBMUD heavy equipment operator at work.

The Equal Employment Opportunity Commission (EEOC) released [Promising Practices for Preventing Harassment in the Construction Industry](#), a document that highlights key recommendations industry leaders can take to combat harassment in construction.

EEOC Vice Chair Jocelyn Samuels discussed this document at a roundtable hosted by the White House in which other federal agency leaders, employers, trade unions, and others participated. At the roundtable, companies receiving federal grant funding as part of the CHIPS and Science Act discussed their commitments under the CHIPS Women in Construction Framework under which companies voluntarily commit to maintain healthy, safe, and respectful workplaces and prevent and address harassment.

The document supports the EEOC's [Strategic Enforcement Plan](#) (SEP) for fiscal years 2024-2028, which, in part, focuses on combatting systemic harassment, and eliminating barriers in recruitment and hiring, including for groups that are underrepresented in industries like construction.

The promising practices document

stresses that jobsite leaders, union leaders, and general contractors must be committed to preventing harassment against all workers. The five core principles shown to effectively prevent and address harassment in the construction industry include:

- Committed and engaged leadership;
- Consistent and demonstrated accountability;
- Strong and comprehensive harassment policies;
- Trusted and accessible complaint procedures; and
- Regular, interactive training tailored to the audience and the organization

“The unique structure of construction jobs leaves workers especially vulnerable to workplace harassment,” said Samuels. “The strategies outlined in our new Promising Practices document will help all construction industry stakeholders identify and take concrete steps to effectively prevent harassment, address it if it occurs, and create a worksite culture that promotes equal opportunity for all workers.”

The document identifies the importance of committed leadership as a solution to workplace harassment. One promising practice for project owners, including local and state governments, is to require plans to address harassment in contract bids.

Because construction worksites can have workers employed by multiple entities, another example of a promising practice is for general contractors to provide an anonymous hotline to receive complaints for all onsite workers, in addition to



Continued from Page 1

confirming that every subcontractor has implemented its own complaint channel.

Also, it discusses risk factors in the industry that increase the likelihood of harassment, such as workforces that are primarily male; workplaces where there is pressure to conform to traditional stereotypes; and workplaces that are decentralized. These factors may be exacerbated by the presence of multiple employers on a worksite and the cyclical, project-based nature of construction.

“At a time when job opportunities in construction are rapidly growing thanks to historic federal investments, significant harassment and discrimination still hinder equal employment opportunity in the industry,” said EEOC Chair Charlotte A. Burrows. “The EEOC is committed to removing barriers to equal opportunity, and these promising practices, together with the agency’s

updated [Enforcement Guidance on Harassment in the Workplace](#), provide resources to employers to help prevent and respond to harassment.”

The promising practices document follows a 2023 report issued by EEOC Chair Charlotte A. Burrows, “[Building For the Future: Advancing Equal Employment in the Construction Industry](#),” that examined discrimination based on race, national origin, and sex in the industry through the lens of EEOC cases, witness testimony from a [2022 EEOC hearing](#), and research. The report, which contains findings and offers next steps, identified a number of barriers that lead to underrepresentation of women, people of color, and other groups in the construction industry.

Article courtesy of the U.S. Equal Employment Opportunity Commission. For more information visit [eeoc.gov/promising-practices-preventing-harassment-construction-industry](https://www.eeoc.gov/promising-practices-preventing-harassment-construction-industry)



Construction workers at the Summit Reservoir on the Berkeley/Kensington border.

Upcoming Contract Opportunities

Construction

Latest Information: ebmud.com/business-center/construction-bids

Wastewater projects are identified by a Specification Number bearing an "SD" designation. These specifications are available from the Wastewater Department at 510-287-1754. Bid documents without the "SD" designation are available from the Specifications Section at 510-287-1040. *Bid documents are generally available at least 30 days before the estimated bid due date.*

Oakland Administration Building Fiber Optic Backbone System Upgrade - Spec. 2195

\$700,000

Estimated Bid Date: 11/27/24 • 510-287-1040

Upgrades to the District's Fiber Optic Systems in the main Administration Building in downtown Oakland.

Water Quality Research Facility - Spec. 2171

\$4,500,000

Estimated Bid Date: 12/11/24 • 510-287-1040

Replace the temporary pilot plant located at the Walnut Creek Raw Water Pumping Plant with a new permanent Water Quality Research Facility in the existing Decant Building at the Walnut Creek Water Treatment Plant.

Lafayette and Walnut Creek Water Treatment Plants Chemical System Safety Improvements - Spec. 2194

\$40,000,000

Estimated Bid Date: 12/11/24 • 510-287-1040

Replacement of the chemical storage and feed systems at Lafayette WTP and Walnut Creek WTP.

Lafayette Reservoir Outlet Tower Seismic Retrofit - Spec. 2175

\$4,600,000

Estimated Bid Date: 2/12/25 • 510-287-1040

Retrofit of the existing tower in Lafayette to maintain satisfactory seismic performance in the event of a significant seismic event.

Mokelumne Aqueduct No. 2 Relining Phase 2 - Spec. 2199

\$9,900,000

Estimated Bid Date: 2/26/25 • 510-287-1040

Reline 1.5 miles of Mokelumne Aqueduct No. 2 with cement mortar lining and construct associated access improvements which include manholes, pipe spool pieces, and a new access road.

Oakland Transmission Pipeline Replacement - Spec. 2193

\$4,000,000

Estimated Bid Date: 3/26/25 • 510-287-1040

Replacement of 190 feet of 36" casing pipe using trenchless technology, 270 feet of 24-inch and 425 linear feet of 36-inch mortar lined and coated steel pipe (ML&CS), 50 feet of 20-inch ML&CS pipe including all connection piping, appurtenances, and fittings, along E 10th Street in Oakland.

Water Treatment Plant Effluent Meters and Large Customer Meters Improvements and Circle Regulator Replacement - Spec. 2182

\$TBD

Estimated Bid Date: 4/23/25 • 510-287-1040

Construct metering improvements at the District's WTP effluent meters and large customer meters at Lafayette, Sobrante, Orinda, Walnut Creek treatment plants, and various other large customer meters in Crockett, Rodeo, and Richmond.

Adeline Maintenance Center Administration Building HVAC System Upgrade - Spec. 2170

\$500,000

Estimated Bid Date: 5/28/25 • 510-287-1040

Upgrade the HVAC and lighting systems at the Administration Building at the Adeline Maintenance Center (AMC).

Steel Tank Cathodic Protection Improvements

\$400,000

Estimated Bid Date: 8/2/25 • 510-287-1079

Remove existing galvanic anode CP systems and install impressed current CP.

Mokelumne Aqueduct CP Improvements

\$400,000

Estimated Bid Date: 9/1/25 • 510-287-1079

Destroy obsolete anode wells and construct new anode wells.

East Area Service Center and Fleet Maintenance East Upgrades - Spec. 2150

\$2,600,000

Estimated Bid Date: 9/10/25 • 510-287-1040

Upgrade the first floor of the Fleet Maintenance East Administration Building, improve site drainage around the structure, demolish existing Fleet Bay No. 3-5 and replace with an existing building in Walnut Creek.

Swainland Reservoir and Montclair Pumping Plant Replacements, 82nd Ave RCS Rehabilitation, and Old Estates Reservoir Valve Pit Demolition - Spec. 2192

\$13,308,307

Estimated Bid Date: 9/10/25 • 510-287-1040

Replacement of Swainland Reservoir on Fairlane Dr and replacement of Estates Reservoir on Estates Drive in Oakland.

Walnut Creek Water Treatment Plant (WCWTP) Filters Improvements - Spec. 2189

\$72,473,000

Estimated Bid Date: 9/24/25 • 510-287-1040

This project will provide improvements to the existing WCWTP Filters, and to integrate the drawings and specifications with the Chemical Safety Improvement Project (CSSIP) (for WCWTP, LWTP, and BDF) into a single construction contract.



EBMUD crew working on repairing a water main break in downtown Oakland.

Professional and General Services

Latest information: ebmud.com/business-center/requests-proposal-rfps/

Requests for Proposals (RFPs) for the projects listed are generally available at least 30 days before the estimated proposal due date.

Influent Pump Station Seismic Retrofit Project - SD-437

\$3,000,000

Proposed Due Date: 11/22/24 • 510-287-1681

Seismic retrofit design for structural, mechanical and electrical elements of the Influent Pump Station at the Main Wastewater Treatment Plant.

Dunsmuir Reservoir Roof Swale Sealant Project \$300,000

Proposed Due Date: 12/31/24 • 510-287-0520

Replace and seal the asphalt drainage swale that runs west to east along the entire length of the roof at the boundary between the north and south basins.

Water Treatment Plant ADA Restroom Upgrades \$150,000

Proposed Due Date: 1/6/25 • 510-287-1023

Design improvements to restrooms at two water treatment plants to comply with ADA requirements.

Oakland Administration Building and Adeline Maintenance Center Administration Building Restacking Study

\$400,000

Proposed Due Date: 1/24/25 • 510-287-1023

Prepare space planning analysis and report for optimal use of workspace within both a 9-story and 2-story office building.

INF013 - Hydraulic Modeling and Calibration \$3,500,000

Proposed Due Date: 4/30/25 • 510-287-0522

Update and calibration of hydrologic and hydraulic model of EBMUD Interceptor System for assessing compliance with Wet Weather Consent Decree.

INF012 - Inflow Investigation Services \$200,000

Proposed Due Date: 7/30/25 • 510-287-7033

Multitude of investigation methodologies to locate and identify specific sources of inflow and infiltration, performing work required under a Wet Weather Consent Decree.

USL-Chabot Reservoir Site-Specific Probable Maximum Flood and CFD Modelling of Spillways \$1,500,000

Proposed Due Date: 6/31/25 • 510-287-7033

Hydrology and Hydraulics Study of USL-Chabot Watershed for Probabilistic Flood Hazard and Site-Specific Flood with Risk Assessment of Spillways Systems.

Briones Reservoir Piezometer Replacement \$200,000

Proposed Due Date: 7/30/25 • 510-287-7033

Sonic Oscillator Drilling Services with Inclined Tracked-Rig for Drilling of Replacement Piezometers at Briones Dam.

Dewatering Improvements Project - Design Phase \$9,000,000

Proposed Due Date: 8/29/25 • 510-287-1608

Design for a new dewatering facility or retrofit of the existing facility at the Main Wastewater Treatment Plant.

Materials and Supplies

Latest information: ebmud.com/business-center/materials-and-supplies-bids

Ballasted Flocculation Equipment \$10,000,000

Estimated Bid Date: 2/1/25 • 510-287-0454

Packaged treatment system inclusive of including mixers, pumps, sludge scrapers, hydrocyclones, valves, piping, and other ancillary equipment.

**Please visit our website to update and/or register in our database: ebmud.com/business-center*

Upcoming Contract Opportunities

Upcoming Calendar Events

November 2024

- 6 Department of General Services: **Disparity Study Community Meeting November 6, 2024, Sacramento, Register at cadgsdisparitystudy.org**
- 7 Department of General Services: **Disparity Study Community Meeting November 7, 2024, Oakland, Register at cadgsdisparitystudy.org**
- 8 Department of General Services: **Disparity Study Community Meeting November 8, 2024, Fresno, Register at cadgsdisparitystudy.org**
- 12 Department of General Services: **Disparity Study Community Meeting November 12, 2024, Eureka, Register at cadgsdisparitystudy.org**
- 13 Federal Deposit Insurance Corporation (FDIC): **Minority- and Women-Owned Investors Technical Assistance Workshop November 13, 2024, Virtual, Register at cvent.me/nekWLY**
- 13-15 Department of General Services: **Disparity Study Community Meeting November 13-15, 2024, Virtual, Register at cadgsdisparitystudy.org**

December 2024

- 5 California Hispanic Chamber of Commerce (CAHCC): **Legislative & Economic Forecast December 5, 2024, Location TBD cahcc.com**
- 5 Greater Stockton Chamber of Commerce: **Holiday Multi-Chamber Mixer December 5, 2024, 5:00-7:00pm, Haggin Museum Stockton stocktonchamber.org**
- 12 Western Regional Minority Supplier Development Council (WRMSDC): **WRMSDC Annual Meeting Q&A December 12, 2024, Location TBA wrmsdc.org**

Upcoming EBMUD Paving RFQs

Various Paving in Public Right of Way

Estimated costs: \$250,000–\$1,200,000

Estimated Due Date: Continuous

Contact: Chris Shumate 510-287-7187