

## Resolution 21-12

### **Approval of WIOA Equal Opportunity and Nondiscrimination Policy and Complaint Processing Procedures**

**Whereas**, Section 188 of WIOA provides that no individual will be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with, any such WIOA Title I-financially assisted program or activity because of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency (LEP) individuals), age, disability, or political affiliation or belief, or for any beneficiary, because of the beneficiary's citizenship status as a lawfully admitted immigrant authorized to work in the United States, and

**Whereas**, the WIOA regulations at 29 CFR Part 38 clarify the nondiscrimination and EO provisions, and examples of discriminatory acts specifically prohibited, other than those based on a disability, are set forth in 29 CFR Section 38.6, and

**Whereas**, the regulatory requirements associated with employment practices and communication with individuals with disabilities are set forth in 29 CFR Section 38.12, and

**Whereas**, it is the policy of NYSDOL to ensure EO and nondiscrimination in the operation and administration of all programs, services, and activities funded in whole or in part with WIOA funds, and

**Whereas**, any individual covered by WIOA who believes he or she, or a specific class of individuals, has been discriminated against has the right to file a formal complaint, and

**Whereas**, recipients of Title I WIOA funds must take appropriate steps to ensure they are providing universal access to their programs and activities. Efforts recommended to ensure this type of access are set forth in 29 CFR Section 38.40.

**Therefore**, be it resolved that the Jefferson-Lewis Workforce Development Board approves the WIOA Equal Opportunity and Nondiscrimination Policy and Complaint Processing Procedures as provided in Attachment A.

\*This resolution supersedes and revokes Resolution 15-13, dated 9/2/2015.