Chicago Cook Workforce Partnership
Delegate Agency Orientation

Workforce Investment Act Title I
Equal Opportunity
Under the Workforce Investment Act Title I Program

Equal Opportunity is the Law

Section 188 of the Workforce Investment Act of 1998 (WIA) prohibits discrimination against applicants, employees and participants in WIA Title I financially-assisted programs and activities, and programs that are part of the One-Stop system and on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and for beneficiaries only, citizenship or participation in a WIA Title I financially-assisted program or activity.

This law is enforced by the Department of Labor (DOL) Civil Rights Center.

Equal Opportunity Compliance

- DOL Civil Rights Center administers the States
- The State EO Officer administers the Local Workforce Investment Areas (LWIA)s
- Local Equal Opportunity (EO) Officer administers the sub-recipients (delegate agencies)
- Local EO Officer **IMPLEMENTs, MAINTAINs** and **MONITORS** the WIA Title I Nondiscrimination and Equal Opportunity Provisions
Equal Opportunity (EO) Officer

- Chicago Cook Workforce Partnership Local Workforce Investment Area 7 has designated:
  - Gladys Hall as the local Equal Opportunity Officer
  - Official Introduction Letter

- Delegate Agencies:
  - Agency must identify an equal opportunity officer
  - Agency must submit the name(s) and contact information to Ms. Hall via email: ghall@workforceboard.org
Equal Opportunity Material

- Policy Letter and Form (Non-discrimination complaint)
  - WIA Customer Complaint Policy Letter
  - WIA Customer Program Complaint Form

- Discrimination Complaint
  - Equal Opportunity Discrimination Customer Complaint Form

- Incident Report
  - Procedures, Forms and Instructions

- Occurrences Report
  - Procedures, Forms and Instructions

- Request for Reasonable Accommodation
  - Procedures, Form and Log
Equal Opportunity Material

- Posters:
  - Local Equal Opportunity
  - State Equal Opportunity
  - Federal Equal Employment Opportunity

- Language Interpreter:
  
  *Propio Language Services*
  
  (New Language Interpreter procured by the State)
  - Language Sheet
  - Instruction Card
Additional Equal Opportunity Requirements

- **Training**
  - WIA Equal Opportunity Provision
  - Additional trainings

- **Monitoring**
  - Desk Review
  - Onsite Review

- **Facility Accessibility Survey**

- **Program Survey**
QUESTIONS
Equal Opportunity (EO) Officer
Contact Information:

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