



**Chicago Cook Workforce Partnership
Delegate Agency Orientation**

**Workforce Investment Act Title I
Equal Opportunity**

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.

Title 29 CFR Part 37 – Nondiscrimination and Equal Opportunity Provisions



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Equal Opportunity Compliance

- ❖ DOL Civil Rights Center administers the States
- ❖ The State EO Officer administers the Local Workforce Investment Areas (LWIAs)
- ❖ 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



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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



WORKFORCE INVESTMENT ACT TITLE I EQUAL OPPORTUNITY



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



WORKFORCE INVESTMENT ACT TITLE I EQUAL OPPORTUNITY

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



WORKFORCE INVESTMENT ACT TITLE I EQUAL OPPORTUNITY



Additional Equal Opportunity Requirements

❖ Training

- WIA Equal Opportunity Provision
- Additional trainings

❖ Monitoring

- Desk Review
- Onsite Review

❖ Facility Accessibility Survey

❖ Program Survey



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QUESTIONS



**WORKFORCE INVESTMENT ACT TITLE I
EQUAL OPPORTUNITY**



**Equal Opportunity (EO) Officer
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