



CHICAGO COOK
WORKFORCE PARTNERSHIP

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EQUAL OPPORTUNITY

Under the
Workforce Innovation and
Opportunity Act
Title I



The Chicago Cook Workforce Partnership's Designated Equal Opportunity (EO) Officer:

GLADYS HALL

Contact information:

Main Number: (312) 603-0200

Direct Number: (312) 603-7083

Fax Number: (312) 603-9930

711 Relay Service

Email Address: ghall@chicookworks.org

accessservices@chicookworks.org

Equal Opportunity is the Law



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WIOA Title I Program Oversight:

- **USDOL – Civil Rights Center:**
Enforces and monitors States for compliance with the WIOA Equal Opportunity Regulations.
- **State of Illinois’ Office of Equal Opportunity Monitoring and Compliance (EOMC):**
Administers and monitors LWIAs for compliance with the WIOA Equal Opportunity (EO) Regulations.
- **LWIA’s Equal Opportunity Officer:**
 - The local Equal Opportunity (EO) Officer oversees the LWIA’s sub-recipients.
 - Implements, maintains, and monitors the LWIA’s local sub-recipients for compliance with the WIOA Equal Opportunity (EO) Regulations.



Equal Opportunity is the Law

Under the Workforce Innovation and Opportunity Act (WIOA) Section 188, Nondiscrimination and Equal Opportunity Title 29 CFR Part 38:

- It is against the law for WIOA recipients to **discriminate** against any individual in the United States, on the basis of:
- Race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or
- Against any beneficiary (Person, intended to receive WIOA Services, Benefits or Training), applicant to, or participant in programs on the basis of the individual's citizenship status or participation in any WIOA Title I – financially assisted program or activity.

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Under the Workforce Innovation and Opportunity Act (WIOA) Section 188, Nondiscrimination and Equal Opportunity Title 29 CFR Part 38:

The recipient must not discriminate in any of the following areas:

- Deciding who will be admitted, or have access, to any WIOA Title I—financially assisted program or activity; providing opportunities in, or treating any person with regard to, such a program or activity; or making employment decisions in the administration of, or in connection with, such a program or activity.
- Recipients of federal financial assistance must take reasonable steps to ensure that **communications with individuals with disabilities** are as effective as communications with others.
- This means that, upon request and at no cost to the individual, recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities.

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Under the Workforce Innovation and Opportunity Act (WIOA) Title I Program

Section 188 of WIOA

Incorporates the prohibitions against discrimination in programs and activities that receive Federal financial assistance under certain **civil rights laws** including the following laws applicable to discrimination on the basis of disability:

- **Compliance with 504 of the Rehabilitation Act of 1973:**
 - It prohibits discrimination against people with disabilities in programs that receives federal financial assistance.
- **The Americans with Disabilities Act (ADA), as amended the Americans with Disabilities Act Amendments Act (ADAAA):**
 - Ensures that persons with disabilities have access to all benefits, programs, services, activities, training offered by providing **programmatic** and **architectural** accessibility as well as requested reasonable accommodations to all customers.

“Equal opportunity employer/program, auxiliary aids and services are available upon request to individuals with disabilities”.

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WIOA Equal Opportunity Material and Information

(Available to all customers, participants and the public upon request)

- **Program Complaint**
 - WIOA Customer Program Complaint and Grievance Policy Letter
 - Customer Program Complaint Procedures
 - Customer Program Complaint Form
- **Discrimination Complaint**
 - Equal Opportunity/Discrimination Complaint Procedures
 - Equal Opportunity/Discrimination Complaint Form
- **Customer Bill of Rights**
- **Customer Code of Conduct**

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WIOA Equal Opportunity Material and Information

Required and **must** be available/posted at all Workforce Innovation and Opportunity Act-WIOA recipients' and sub-recipients' facilities.

- **Equal Opportunity Posters/Notices**

- Local Equal Opportunity is the Law

- Local Equal Opportunity is the Law (Available Languages) Poster

- State Equal Opportunity is the Law Notice

- Federal Equal Employment Opportunity Notice

- **Language Assistance Service:**

- Limited English Proficiency Plan (LEP)

- Interpreter Services

- Translation Services

- Language Assistance Service Poster

- Proprio Language Sheet

- "I speak" Language Identification Flashcard

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Additional Equal Opportunity Requirements that are conducted by the local Equal Opportunity Officer:

- WIOA Nondiscrimination and Equal Opportunity Training
- Monitoring for Compliance with WIOA EO Requirements



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