



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the  AmericanJobCenter® network

EQUAL OPPORTUNITY

Under the
Workforce Innovation and
Opportunity Act
Title I



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.

Equal Opportunity is the Law

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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WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

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.

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USDOL – Civil Rights Center

Enforces and monitor the States for compliance with the WIOA Equal Opportunity Regulations.

State of Illinois’ Office of Equal Opportunity Monitoring and Compliance (EOMC),

Administers and monitor the LWIAs for compliance with the WIOA Equal Opportunity (EO) Regulations.

The Local Workforce Investment Areas (LWIAs) designated Equal Opportunity Officer:

- The Local Equal Opportunity Officer **administers** the sub-recipients
- **Implements**, maintains, and monitor the Local sub-recipients for compliance with the WIOA Equal Opportunity (EO) Regulations.

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The Partnership's Equal Opportunity (EO) Officer:

LWIA-7 Designated Equal Opportunity Officer: **GLADYS HALL**

Contact information:

Main Number: (312) 603-0200

Direct Number: (312) 603-7083

Email Address: ghall@chicookworks.org

Fax Number: (312) 603-9930

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Equal Opportunity Material (Available to all customers, participants and the general public)

- **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
- **Request for Reasonable Accommodation**
Procedures, Form
- **Incident Report**
Procedures, Forms and Instructions
- **Occurrences Report**
Procedures, Forms and Instructions

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Equal Opportunity Material

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

Equal Opportunity Posters:

Local Equal Opportunity is the Law

Local Equal Opportunity is the Law Poster Other language Available

State Equal Opportunity is the Law

Federal Equal Employment Opportunity

Language Interpreter:

Limited English Proficiency Plan (LEP)

Interpreter Services

Translation Services

Language Assistance Service Poster

Propio Language Sheet

"I speak" Language Identification Flashcard

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

Equal Opportunity Training

Monitoring

Other Training



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