



Catawba WIOA Instruction 24-09 update to local instruction 16-12

TO: WIOA Grantees
SUBJECT: 'Equal Opportunity Is The Law' Notice
ISSUANCE DATE: March 28, 2017
EFFECTIVE DATE: Immediately
UPDATED: March 31, 2025

Purpose: The purpose of this State Instruction is to make available the 'Equal Opportunity Is The Law' notice in English, Spanish, Arabic, Chinese Traditional, French, French Creole, Korean, Portuguese, Russian, Tagalog, and Vietnamese. 29 CFR Part 38 implements the nondiscrimination and equal opportunity requirements under WIOA and prescribes key responsibilities of WIOA-funded staff and the Local Workforce Development Areas (LWDAs).


Policy: Section 188 of WIOA prohibits discrimination based on race, color, religion, sex, national origin, age, disability, political affiliation or belief, or (against any beneficiary, applicant, or participant) on the basis of citizenship status.

The implementing regulations for Section 188 found at 29 CFR 38 require that initial and continuing notice that the program does not discriminate on any prohibited grounds must be provided to registrants, applicants, and eligible applicants/registrants; participants; applicants for employment and employees; and members of the public, including those with impaired vision or hearing and those with limited English proficiency.

Action: Ensure the 'Equal Opportunity Is The Law' notice is posted prominently, in reasonable numbers and places, in available and conspicuous physical locations and on the local workforce area's website. The local workforce area must take appropriate steps to ensure that the notice is communicated as effectively to individuals with disabilities as it is to others, and that this notice is provided in appropriate languages to ensure meaningful access to LEP individuals.

The notice is available at <https://www.scworks.org/about-us/legal> for LWDAs to access, link, and/or print as needed.

Inquiries: Questions may be directed to Amanda Baker at abaker@catawbacog.org or Yulanda Thompkins at ythompkins@catawbacog.org or 803-327-9041.

X 

Amanda Baker
WIOA Administrator

EQUAL OPPORTUNITY IS THE LAW

It is against the law for this recipient of Federal financial assistance to discriminate on the following bases: 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 of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act, on the basis of the individual's citizenship status or participation in any WIOA Title I—financially assisted program or activity.

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 is 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.

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

If you think that you have been subjected to discrimination under a WIOA Title I—financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either: the recipient's Equal Opportunity Officer (or the person whom the recipient has designated for this purpose);

Valerie McMellan, EO Officer, SCDEW, Post Office Box 908, Columbia SC 29202

or

Director, Civil Rights Center (CRC), U.S. Department of Labor 200 Constitution Avenue NW, Room N4123, Washington, DC 20210 or electronically as directed on the CRC website at www.dol.gov/crc.

If you file your complaint with the recipient, you must wait until the recipient issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file a complaint with CRC before receiving that Notice. However, you must file your CRC complaint within 30 days of the

90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient). If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.