

<b>Policy # 8</b>	
<b>SUBJECT:</b>	Accessibility for Individuals with Disabilities
<b>DATE ISSUED:</b>	May 2, 2017
<b>DATE EFFECTIVE:</b>	July 1, 2016
<b>REVISION DATE:</b>	N/A

**REFERENCES:** Workforce Innovation and Opportunity Act of 2014, Section 188; WorkForce WV Guidance Notice 3-16

**PURPOSE:** The purpose of this policy is to ensure all partners in the workforce and education system described in this plan will ensure the physical, programmatic, and communications accessibility of facilities, programs, services, technology, and materials for individuals with disabilities in One-Stop Career Centers and training facilities.

**BACKGROUND:** Section 188 of the Workforce Innovation and Opportunity Act (WIOA) of 2014 prohibits against discrimination 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, 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 (WIOA), on the basis of the beneficiary's citizenship status or participation in any WIOA I-financially assisted program or activity.

**ACTION:** All entities receiving funding under Workforce Innovation and Opportunity Act Title I must provide initial and continuing notice that it does not discriminate on any prohibited ground.

Notice must be provided to:

- Registrants/Applicants and eligible applicants/registrants;
- Participants;
- Applicants for employment and employees that hold collective bargaining or professional agreements with recipient; and
- Minorities of the public, including those with impaired vision, hearing, or of limited English speaking ability.

Appropriate steps must be taken to ensure that communications with individuals with disabilities are as effective as communications with others.