

**COMMONWEALTH OF VIRGINIA**  
**Virginia Community College System**  
**Workforce Investment Act (WIA)**

<b>Policy Number:</b>	<b>00-10</b>
<b>Effective Date:</b>	<b>November 16, 2000</b>
<b>Revision #1:</b>	<b>January 15, 2010</b>
<b>Rescission Date:</b>	
<b>Title:</b>	<b>Equal Opportunity Requirements for Local Workforce Investment Boards in Relation to the Workforce Investment Act of 1998</b>

**PURPOSE**

To communicate the nondiscrimination and equal opportunity requirements of the Workforce Investment Act to the Local Workforce Investment Boards in the Commonwealth.

**REFERENCES**

- 1) Workforce Investment Act, Section 111, (d) (2)
- 2) 20 CFR Part 652, et al., workforce Investment Act, Final Rule, August 11, 2000
- 3) 29 CFR Part 37, Implementation and Equal Opportunity Provisions of the Workforce Investment Act; Final Rule, November 12, 1999
- 4) Title VI, Civil Rights Act of 1964
- 5) Age Discrimination Act of 1975
- 6) Rehabilitation Act of 1973
- 7) Education Amendments Act of 1972, Title IX

**POLICY STATEMENT**

The Commonwealth of Virginia is committed to providing access to all individuals with respect to the delivery of programs and services associated with the Workforce Investment Act of 1998 (WIA), which was implemented on July 1, 2000.

Section 188 of WIA prohibits discrimination on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and for the beneficiaries only, citizenship<sup>1</sup> or participation<sup>2</sup>. The following requirements are taken from regulation 29 CFR Part 37 and must be incorporated into the systems and practices of all recipients for assurances of nondiscrimination. Any program or activity that receives federal

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<sup>1</sup> These regulations do not limit eligibility or impose preferences for services on the basis of citizenship.

<sup>2</sup> An example of discrimination on the basis of participation would be denying an employment opportunity to an individual based on the individual's training in a WIA program.

financial assistance under WIA Title I is a recipient and therefore subject to these requirements.

As administrative entity for WIA, the Virginia Community College System's Workforce Development Services is available to provide technical assistance to Chief Local Elected Officials, Local Workforce Investment Boards and One-Stop Operators to ensure effective and efficient local implementation of WIA.

**REVISIONS:** N/A

**Approved:**

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Chancellor, Virginia Community College System

Peter Blake  
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Virginia Community College System

January 15, 2010

**Virginia Community College System  
Workforce Development Services**