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

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

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)
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\(^1\) or participation\(^2\). 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

\(^1\) These regulations do not limit eligibility or impose preferences for services on the basis of citizenship.
\(^2\) 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.

RECISIONS: N/A

Approved:

Dr. Glenn DuBois
Chancellor, Virginia Community College System

Peter Blake
Vice Chancellor, Workforce Development Services
Virginia Community College System

January 15, 2010