

## **NEW RIVER / MOUNT ROGERS WORKFORCE INVESTMENT BOARD NONDISCRIMINATION AND EQUAL OPPORTUNITY POLICY**

### **Policy**

It is the policy of the New River / Mount Rogers Workforce Investment Board (NR/MR WIB) to provide equal opportunity in employment to all employees and applicants for employment without regard to race, color, religion, gender, national origin, age, disability, or political affiliation.

This policy applies to all terms, conditions, and privileges of employment, including: hiring, compensation, benefits, work assignments, evaluations, promotion, disciplinary actions, educational assistance, training, social and recreational programs, and use of NR/MR WIB facilities. This policy prohibits the lowering of bona fide job requirements and qualification standards to give preference to any applicant.

In addition to its equal opportunity commitment in employment, NR/MR WIB shall provide equal opportunity in accordance with Title VI of the Civil Rights Act of 1964, Title II of the Americans with Disabilities Act, 29 CFR Part 37, and other pertinent directives. To that end, no person shall, on the basis of race, color, religion, gender, national origin, age, disability, political affiliation or belief, and for beneficiaries only, citizenship or participations in Workforce Investment Act programs, be excluded from participation in, be denied the benefits of, or otherwise subjected to discrimination in any NR/MR WIB program or activity.

### **Background**

1. Title VI and Title VII, Civil Rights Act of 1964
2. Civil Rights Act of 1991
3. 29 CFR Part 37
4. Section 504 of the Rehabilitation Act
5. Title I and Title II, Americans with Disabilities Act

Programs and activities funded by the United States Department of Labor under the Workforce Investment Act (WIA), are subject to federal equal opportunity laws and regulation. The NR/MR WIB, as a recipient of federal funds, is obligated to comply with the nondiscrimination and equal opportunity provisions of the Workforce Investment Act.

Section 188 of the WIA describes the prohibition against discrimination on the basis or race, color, religion, gender, national origin, age, disability, political affiliation or belief, and for beneficiaries only, citizenship and participation in WIA programs.

## **Procedures**

### **A. Notification**

1. All employees, applicants for employment, potential vendors and customers should be notified of this policy.
  - a. Customers should be notified of this policy by posting the Equal Opportunity is the Law posters all NR/MR WIB facilities.
  - b. New Employees should be given a copy upon employment
  - c. Current employee should be informed of changes to the policy
  - d. Potential vendors should be notified of this policy by statements in contracts and MOUs.

### **B. Complaints of Discrimination**

1. Employees and applicants may file discrimination complaints with the NR/MR WIB EO Officer. Employees and applicants may also file discrimination complaints with the U. S. Equal Employment Opportunity Commission. Customers and vendors may file discrimination complaints with the NR/MR WIB EO Officer or with the Director, Civil Rights Center of the U. S. Department of Labor. Retaliatory action shall not be taken by agency management against any person for filing a complaint of discrimination.

### **C. Violations**

1. Any NR/MR WIB employee found in violation of this policy shall be subject to appropriate disciplinary action.

## **Agency Right**

The New River / Mount Rogers Workforce Investment Board reserves the right to revise or eliminate this policy.