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| **Equal Opportunity and Nondiscrimination Policy** | Policy No. | 13 |
| **Greater Nebraska Workforce Development Area**  550 South 16th Street  Lincoln, NE 68508  402.471.9878  [ndol.greaternebraska@nebraska.gov](mailto:ndol.greaternebraska@nebraska.gov) | Effective Date | 10/26/2017 |
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| Approval | NDOL/CEOB |

**State of Nebraska, Department of Labor**

**Equal Opportunity and Nondiscrimination Policy**

The basis for the State of Nebraska Department of Labor (NDOL) Equal Opportunity and Nondiscrimination Policy is 29 CFR Part 38, Implementation of the Nondiscrimination and Equal Opportunity (EO) Provisions of Section 188 of the Workforce Innovation and Opportunity Act (WIOA); Final Rule, as recorded in the [Federal Register](https://www.federalregister.gov/documents/2016/12/02/2016-27737/implementation-of-the-nondiscrimination-and-equal-opportunity-provisions-of-the-workforce-innovation).

**Purpose**

To establish Equal Opportunity provisions of Title I, Section 188 of the Workforce Innovation and Opportunity Act (WIOA) and affirm the State of Nebraska’s commitment to equal opportunity.

**Applicability**

Recipients of financial assistance under Section 188 of WIOA (for the purposes of this policy, the State of Nebraska is the “recipient”) are prohibited from discriminating against members of the public, applicants for services, registrants, participants, claimants, applicants for employment within the WIOA job system, and WIOA financed-employees on the basis of *race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), National origin (including limited English proficiency), age, disability, political affiliation or belief,* and for beneficiaries applicants, or participants only, on the basis of *citizenship status*, or participation in a program or activity that receives financial assistance under Title 1 of WIOA.

**Policy**

Section 188 of the Workforce Innovation and Opportunity Act (WIOA) provides that no individual in the United States may, on the basis of *race, color, religion, sex (including pregnancy, childbirth and related medical conditions, national origin (including limited English proficiency), age, disability, political affiliation or belief or (for beneficiates, applicants and participants only) on the basis of citizenship* or participation in any WIOA Title I-financially assisted program or activity, be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with, any WIOA Title I-financially assisted program or activity.

The equal opportunity and nondiscrimination requirements of WIOA and Title 29 Section 38 of the regulations apply to any recipient that receives financial assistance under Title I of WIOA from the United States Department of Labor or through the Governor of the State or another recipient. Recipients include: one-stop partners that participate in the one-stop delivery system; state-level agencies that administer or are financed with WIOA Title I funds; State Workforce Agencies; State and Local Workforce Development Boards; Local Workforce Development Area (LWDA) grant recipients; one-stop operators; service providers, including eligible training providers; On-the-Job Training (OJT) employers; Job Corps contractors and center operators; Job Corps national training contractors; outreach and admission agencies, including Job Corps contractors that perform these functions; placement agencies, including Job Corps contractors that perform these functions; and other National Program recipients, including Job Corps, Migrant and Seasonal Farmworker Programs, Native American Programs, National Dislocated Worker Grant Programs, and YouthBuild Programs.

Each local area must have one comprehensive one-stop center that provides access to physical services of the core programs and other required partners. Nebraska has three local workforce development local areas: Greater Lincoln (serving Lancaster and Saunders counties), Greater Omaha (serving Douglas, Sarpy, and Washington counties), and Greater Nebraska (serving the 88 remaining rural counties). The six core programs are:

* WIOA Title I programs, including Adult, Dislocated Worker and Youth formula programs;
* Adult Education and Literacy Act programs (Adult Basic Education programs);
* Wagner-Peyser Act employment services; and
* Rehabilitation Title I programs (Vocational Rehabilitation).

In addition to the core programs, for individuals with multiple needs to access the services, the following partner programs are required to provide access through the one-stops: Career and Technical Education (Perkins); Community Services Block Grant; Indian and Native American Programs; HUD Employment and Training Programs; Job Corps, Local Veterans’ Employment Representatives and Disabled Veterans’ Outreach Program, Temporary Assistance for Needy Families (TANF), Trade Adjustment Assistance Programs, Unemployment Compensation Programs, and YouthBuild.

It is against the law for this recipient of federal financial assistance to discriminate.

Any person, or any specific class of individuals, that has been or is being discriminated against on the basis of *race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), National origin (including, limited English proficiency), age, disability, political affiliation or belief, citizenship status*, or participation in Workforce Investment Act (WIA) Title I-financially assisted program or activity as prohibited by WIOA or by Title 29 Part 38 of the regulations, may file a written complaint, either by him/herself or through a representative.

The complainant may file with either the State of Nebraska/Nebraska Department of Labor (State/NDOL) EO Officer or the Civil Rights Center (CRC) in Washington DC. Written complaints may be mailed or emailed to the State/NDOL EO Officer or mailed to the CRC at the addresses listed below.

State of Nebraska, Department of Labor The Director, Civil Rights Center

Equal Opportunity Officer US Department of Labor

PO Box 94600 200 Constitution Ave., NW, Room N-4123

Lincoln, NE 68509-4600 Washington, DC 20210

[NDOL.EOComplaints@nebraska.gov](mailto:NDOL.EOComplaints@nebraska.gov)

Complainants may request a meeting with the State/NDOL Labor EO Officer by calling

402-471-9000. Individuals with speech and/or hearing impairments may call 1-402-471-2786 or 1-800-833-7352.

Complaints must be filed within 180 days of the alleged violation. More information is available at <https://dol.nebraska.gov> or <https://www.dol.gov/oasam/programs/crc/external-enforc-complaints.htm>.