



Workforce Development Board Mid-Ohio-Valley

Policy #23

Subject: **Accessibility and Accommodation**

Effective Date: May 1, 2017

Purpose: This policy is established to ensure that the programs, services (including services using technology and the Internet), and facilities of the One Stop centers in WDB-MOV region are accessible to all.

References: Workforce Innovation and Opportunity Act 2014 (WIOA); Section 188 (29 CFR 38); ADA of 2008, Rehabilitation Act of 1973, as amended; Section 504; TEN 1-15 (Promising Practices); Workforce WV WIOA Policy No. 5-16, and WIOA Guidance Notice No. 3-16

Background: WIOA emphasizes both physical and programmatic access, (including the use of accessible technology to increase access to high quality workforce service) for individuals with disabilities. The WDB-MOV takes responsibility for the creation and maintenance of a one stop system that enhances the range and quality of workforce services that are accessible to all individuals seeking assistance. WIOA Title I prohibits discrimination on the basis of race, color, national origin, (including limited English proficiency) sex, (including pregnancy, childbirth and related medical conditions, sex stereotyping, transgender status, and gender identity) age, disability, religion, political affiliation or belief, and participant status. Although gender identity is not an explicitly protected basis under the applicable federal laws, discrimination based on gender identify, gender expression, and sex stereotyping has been interpreted to be a form of prohibited sex discrimination, including under laws that apply to federal financially assisted training, education programs, and employment activities.

Policy: The WDB- MOV will use the state’s policy for accessibility and accommodation as outlined in Workforce WV WIOA Policy No. 5-16, Accessibility and Reasonable Accommodation, and the WIOA Guidance Notice No. 3-16: Accessibility for Individuals with Disabilities. The One Stops (AJC) in the WDB-MOV region will make the “Customer Reasonable Accommodation Request Form” provided by the state available to customers.

The WDV-MOV region’s Inclusion Team will be responsible to review best practices, address issues, and implement changes dealing with accessibility and accommodations to best serve all customers in the region.

Action: All Workforce WV centers located within WDB-MOV or serving customers from WDB-MOV will be made aware of this policy and provided with the Workforce WV Policies and Guidance Notices. All One Stop centers in the region will also make “Customer Reasonable Accommodation Request Form” the available.

Expiration Date: This policy shall be in effect until revised or canceled by the WDB-MOV.

Approved: **October 28, 2016**
 April 28, 2017

LEO/WDB
LEO's/Board