

Administrative Policy 3: Nondiscrimination
Review/Revision Index
Original Acceptance Date: October 20, 2015

- Reviewed on November 16, 2017
- Reviewed on September 3, 2019
- Reviewed on September 16, 2021
- Reviewed on December 5, 2023

**WORKFORCE DEVELOPMENT BOARD
ADMINISTRATIVE POLICY 3**

SUBJECT:

Nondiscrimination

PURPOSE:

To affirm the commitment of the Workforce Development Board, Inc. to the principles of nondiscrimination and equal opportunity, and to provide for the observance and enforcement of those principles in the administration and operation of the OhioMeansJobs Centers in Mahoning and Columbiana Counties and any activities, services, and programs funded in whole or in part by the US Department of Labor.

BACKGROUND:

Workforce Innovation and Opportunity Act, Section 188

POLICY:

The Workforce Development Board, Inc. of Mahoning and Columbiana Counties is committed to equal opportunities for all consumers in all facets of its operations. It is our policy that all consumers will be provided services without regard to race, age, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), political affiliation or belief, disability or citizenship status, as a lawfully admitted immigrant authorized to work in the United States.

Reasonable modifications without cost or reduction in benefits to individuals with disabilities will be provided. A reasonable modification is any reasonable change in the way something is done for an individual with a disability or which would allow the individual to participate in or enjoy equal access to administered programs.

If any consumer feels that discrimination has occurred or wishes to allege a complaint, the consumer should contact the EO/Complaint Officer immediately at 330-747-5639 x6129 for assistance in the proper discrimination complaint procedure.

ACTION REQUIRED:

All service providers and OhioMeansJobs Center partner staff must use this policy when assisting consumers seeking services.

CLARIFICATION:

Any clarification on the above policy should be directed to the Board Director.

EFFECTIVE DATE:

July 1, 2016