



## Region III Workforce Investment Board of Kanawha County, Inc. (WIB-KC)

**Subject: Accessibility and Reasonable Accommodations**

**Effective Date: July 1, 2016**

**Expiration: Until revised or rescinded by WIB-KC**

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**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 the WIB-KC region are accessible to all.

**References:** Workforce Innovation and Opportunity Act (2014); Section 188 (29 CFR 38), ADA of 2008, Rehabilitation Act of 1973, as amended; Section 504; TEN 1-15; WorkForce WV Policy 5/16, and Guidance Notice 3-13.

**Background:** The Workforce Innovation and Opportunity Act (WIOA) stresses physical and programmatic accessibility, including the use of accessible technology to increase access to high quality workforce services to individuals with disabilities. WIOA Title I prohibits discrimination on the basis of race, color, national origin, sex, 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 WIB-KC will use the state's policy for accessibility and accommodations as outlined in WorkForce WV WIA Policy 5-16: Accessibility and Reasonable Accommodations, and the WIOA Guidance Notice 3-16: Accessibility for Individuals with Disabilities.

**Action:** The WIB-KC and One-Stop offices in the WIB-KC region 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 make available to all customers the "Customer Reasonable Accommodation Request Form" provided by the state.