

Equal Employment Opportunity Policy Statement

It is the policy of the Macomb/St. Clair Workforce Development Board to assure that equal opportunity will be provided by any contractor or subcontractor, program or activity funded in whole or in part with funds made available by or through the Macomb/St. Clair Workforce Development Board.

This policy will affect all employment and training practices including, but not limited to: recruitment, hiring, transfer, promotions, training, compensation, benefits, layoffs, placements and selection of subcontractors and contractors.

The Macomb/St. Clair Workforce Development Board and its subcontractors assures that in all solicitation or advertisement for employees placed by or on behalf of the entity involved state that all qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, handicap, age or sex, height, weight, marital status, arrest without conviction, or other categories or groups protected by the law. The Macomb/St. Clair Workforce Development Board funded programs or activities in question is an "equal opportunity employer/program and that "auxiliary aids and services are available upon request to individuals with disabilities". Where such materials indicate that the recipient may be reached by telephone, the materials shall state the telephone number of the Telephone for Deaf and Deafened (TDD) or relay service used by the recipient.

The Workforce Investment Act (WIA) further requires for all programs receiving financial assistance under Title I of the WIA the following assurance:

As a condition to the award of financial assistance from the United State Department of Labor under Title I of the WIA, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- Section 188 of the WIA of 1998, which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title I-financially assisted program or activity;
- Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, or national origin;
- Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
- The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age;
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The Macomb/St. Clair Workforce Development Board also assures that it will comply with 29CFR part 37 and all other regulations implementing the laws listed above.

The Macomb/St. Clair Workforce Development Board and all of its subcontractors will comply with the Michigan Department of Career Development Equal Opportunity (EO) Policy Guidance and will establish local written policy and procedures as needed that ensure compliance with the applicable portions of the State policies.