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POLICY # 23

Title:	Accessibility and Accommodation	
Program:	Workforce Innovation and Opportunity Act	
Effective:	May 1, 2017	
Revision #:	1	Original policy date: October 28, 2016

Purpose: This policy is established to ensure that the programs, services (including services using technology and the Internet), and facilities of the American Job Centers (AJCS) in Workforce Development Board Mid-Ohio Valley (WDBMOV) region are accessible to all.

References: Workforce Innovation and Opportunity Act 2014 (WIOA) Section 188; 29 CFR 38; ADAA of 2008, Rehabilitation Act of 1973, as amended; Section 504; TEN 1-15 (Promising Practices Guide); WorkForce WV WIOA Policy No. 5-16, and WorkForce WV 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 WDBMOV takes responsibility for the creation and maintenance of an AJC 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 American Job Centers (AJC) in the WDBMOV region will make the "Customer Reasonable Accommodation Request Form" provided by the state available to customers.

The WDVMOV 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 AJC centers located within WDBMOV or serving customers from WDBMOV will be made aware of this policy and provided with the WorkForce WV Policies and Guidance Notices. All AJCs in the region will also make the "Customer Reasonable Accommodation Request Form" available.

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