



Certification Regarding Equal Opportunity, Civil Rights, and Nondiscrimination

I. Civil Rights Assurances:

- A. As a condition of receipt of federal financial assistance under this Award Agreement, Sub-recipient provides the following assurances with respect to the operation of its Program:
1. Sub-recipient will ensure its current and future compliance with Title VI of the Civil Rights Act of 1964, as amended, which prohibits exclusion from participation, denial of the benefits of, or subsection to discrimination under programs and activities receiving federal financial assistance, of any person in the United States on the ground of race, color, or national origin (42 U.S.C. § 2000d et seq.), as implemented by the Department of the Labor directives, circulars, policies, memoranda, and/or guidance documents.
 2. Sub-recipient acknowledges that Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency," seeks to improve access to federally assisted programs and activities for individuals who, because of national origin, have Limited English proficiency (LEP). The recipient understands that denying a person access to its programs, services, and activities because of LEP is a form of national origin discrimination prohibited under Title VI of the Civil Rights Act of 1964 and the Department of Labor's implementing regulations. Accordingly, Sub-recipient shall initiate reasonable steps, or comply with the Department of Labor's directives, to ensure that LEP persons have meaningful access to its programs, services, and activities. Sub-recipient understands and agrees that meaningful access may entail providing language assistance services, including oral interpretation and written translation where necessary, to ensure effective communication in the Sub-recipient's programs, services, and activities.
 3. Sub-recipient agrees to consider the need for language services for LEP persons when Sub-recipient develops applicable budgets and conducts programs, services, and activities. For more information on taking reasonable steps to provide meaningful access for LEP persons, please visit <http://www.lep.gov>.
 4. Sub-recipient acknowledges and agrees that compliance with the assurances constitutes a condition of continued receipt of federal financial assistance and is binding upon Sub-recipient and its successors, transferees, and assignees for the period in which such assistance is provided. Sub-recipient understands and agrees that if any real property or structure is provided or improved with the aid of federal financial assistance by the Department of Labor, this assurance obligates the Sub-recipient, or in the case of a subsequent transfer, the transferee, for the period during which the real property or structure is used for a purpose for which the federal financial assistance is extended or for another purpose involving the provision of similar services or benefits. If any individual property or equipment is provided, this assurance obligates the Sub-recipient for the period during which it retains ownership or possession of the property.

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- B. Sub-recipient shall cooperate with DWD or the Department of Labor (DOL) in any enforcement or compliance review activities of the obligations. Enforcement may include investigation, arbitration, mediation, litigation, and monitoring of any settlement agreements that may result from these actions. Sub-recipient shall comply with information requests, on-site compliance reviews, and reporting requirements.
- C. Sub-recipient shall maintain a complaint log and inform DWD so it can inform DOL of any complaints of discrimination on the grounds of race, color, or national origin, and limited English proficiency covered by Title VI of the Civil Rights Act of 1964 and implementing regulations and provide, upon request, a list of all such reviews or proceedings based on the complaint, pending, or completed, including outcome.
- D. Sub-recipient must provide documentation of administrative agency or court findings of non-compliance with Title VI and efforts to address the non-compliance, including any voluntary compliance or other agreements between the Sub-recipient and the administrative agency that made the finding. If the Sub-recipient settles a case or matter alleging such discrimination, the Sub-recipient must provide documentation of the settlement. If Sub-recipient has not been the subject of any court or administrative agency finding of discrimination, please so state.
- E. If the Sub-recipient makes sub-awards to other agencies or other entities, Sub-recipient is responsible for ensuring that grantees also comply with Title VI and other applicable authorities covered in this document. Sub-recipient must have in place standard grant assurances and review procedures to demonstrate that they are effectively monitoring the civil rights compliance of grantees.

II. Equal Opportunity:

The Sub-recipient is compliant with the Equal Opportunity Policy and standards of the Department of Workforce Development, Department of Labor, and all applicable state and federal statutes and regulations relating to nondiscrimination in employment and service delivery.

It is against the law for this Sub-recipient of Federal financial assistance to discriminate against service provision, and the Sub-recipient will assure that it can comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- A. Section 188 of the WIOA, 29 CFR Part 38 (WIOA Nondiscrimination and Equal Opportunity Regulations), which prohibits discrimination against any individual in the United States, on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or, against any beneficiary of, an applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act, on the basis of the individual's citizenship status or participation in any WIOA Title I-financially assisted program or activity.

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III. Non-discrimination:

- A. In connection with the performance of work under this Award Agreement, the Sub-recipient must not discriminate in any of the following areas:
1. Deciding who will be admitted, or have access, to any WIOA Title I-financially assisted program or activity.
 2. Providing opportunities to any person regarding such a program or activity; or
 3. Making employment decisions in the administration of, or in connection with, such a program or activity.
- B. Recipients of federal financial assistance must take reasonable steps to ensure that communications with individuals with disabilities are as effective as communications with others. This means that, upon request and at no cost to the individual, recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities.
- C. The Sub-recipient agrees to post in conspicuous places, available for employees and applicants for employment, a notice to be provided by the contracting state agency that sets forth the provisions of the State of Wisconsin's nondiscrimination law.
- D. Pursuant to 2019 Wisconsin Executive Order 1, Sub-recipient agrees it will only hire based on merit and will not discriminate against any persons performing a contract, subcontract or grant because of military or veteran status, gender identity or expression, marital or familial status, genetic information, or political affiliation.

Signature page to follow

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To assist with applicable civil rights and equal opportunity rules, regulations, and guidelines compliance, the Sub-recipient named below, has appointed the following individual as its Equal Opportunity coordinator and contact person, and encourages contact with this person to discuss any perceived discrimination-based employment or service delivery issues that may arise.

SUB-RECEPIENT ORGANIZATION

_____	_____	_____	_____
Address	City	State	Zip
_____	_____		
Contact Name	Title		
_____	_____		
Contact Phone	Contact Email		

Information about the discrimination complaint resolution process is included as an attachment to this award.

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