

P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
dew.sc.gov



Henry McMaster
Governor

Cheryl M. Stanton
Executive Director

STATE INSTRUCTION NUMBER 16-10

TO: Local Workforce Area Signatory Officials
Local Workforce Area Administrators

SUBJECT: 'Equal Opportunity Is The Law' Notice

ISSUANCE DATE: March 28, 2017

EFFECTIVE DATE: Immediately

Purpose: The purpose of this State Instruction is to make available the 'Equal Opportunity Is The Law' notice in English, Spanish, Arabic, Chinese Traditional, French, French Creole, Korean, Portuguese, Russian, Tagalog, and Vietnamese. 29 CFR Part 38 implements the nondiscrimination and equal opportunity requirements under WIOA and prescribes key responsibilities of WIOA-funded staff and the Local Workforce Development Areas (LWDAs).

Policy: Section 188 of WIOA prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, or (against any beneficiary, applicant, or participant) on the basis of citizenship status.

The implementing regulations for Section 188 found at 29 CFR 38 require that initial and continuing notice that the program does not discriminate on any prohibited grounds must be provided to registrants, applicants, and eligible applicants/registrants; participants; applicants for employment and employees; and members of the public, including those with impaired vision or hearing and those with limited English proficiency.

Action: Ensure the 'Equal Opportunity Is The Law' notice is posted prominently, in reasonable numbers and places, in available and conspicuous physical locations and on the local workforce area's website. The local workforce area must take appropriate steps to ensure that the notice is communicated as effectively to individuals with disabilities as it is to others, and that this notice is provided in appropriate languages to ensure meaningful access to LEP individuals.

The notice is available at <https://www.scworks.org/legal.asp> for LWDAs to access, link, and/or print as needed. **The notice must be posted by April 3, 2017.**

Inquiries: Questions may be directed to Stephani Frese at sfrese@dew.sc.gov or 803-737-2381.

Patricia Sherlock, Director
Policies and Procedures