

## **Nondiscrimination and Equal Opportunity Assurances for On the Job Training (Revised October 8, 2019)**

### **Assurances at 29 CFR 38**

As a condition of the On the Job Training contract award, the employer will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- Section 188 of the Workforce Innovation and Opportunity Act of 2014 (WIOA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex (including pregnancy, childbirth and related medical conditions, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status or participation in any WIOA 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; and
- The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The Employer also assures that, as a recipient of Title I financial assistance, it will comply with 29 CFR part 38 and all other regulations implementing the laws listed above.

To view or download the complete regulations 29 CFR Part 38, click the following link:

<https://www.govinfo.gov/content/pkg/CFR-2018-title29-vol1/xml/CFR-2018-title29-vol1-part38.xml>