



Workforce Issuance

100 DCS 03.102.1

Policy Information

To: Chief Elected Officials
MassHire Workforce Board Chairs
MassHire Workforce Board Directors
Title I Administrators
MassHire Career Center Directors
Title I Fiscal Officers
MDCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
MassHire Department of Career Services

Date: April 5, 2019

Subject: **Section 188 Disability Reference Guide UPDATED**

Purpose: To provide MassHire Workforce Boards, MassHire Career Center Operators and other workforce partners an updated version of the Department of Labor's (DOL) Workforce Innovation and Opportunity Act (WIOA) Section 188 Disability Reference Guide to American Job Center (AJC) programs that was announced through Training and Employment Notice [\(TEN\) No. 24-18](#). The guide, now available at <https://www.dol.gov/oasam/programs/crc/188Guide.htm>, provides promising practices that correlate with specific nondiscrimination and equal opportunity requirements in Section 188 of WIOA and its implementing regulations.

Background: Section 188 of WIOA prohibits discrimination against individuals who apply to, participate in, work for, or come into contact with, programs and activities that receive financial assistance under Title I of WIOA. This includes programs and activities operated by one-stop partners (both required and additional partners)

to the extent that these programs and activities are being conducted as part of the one-stop delivery system. It prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief and, for WIOA beneficiaries only, an individual's citizenship status, or participation in any WIOA Title I-financially assisted program or activity.

The Department updated the Reference Guide to assist AJC programs by providing updated information and technical assistance, including promising practices that correlate with specific nondiscrimination and equal opportunity requirements in Section 188 of WIOA and the regulations implementing Section 188 of WIOA.

Action

Requested: Please share with management, staff and partners as appropriate. This information replaces the previous guide referenced in 100 DCS 03.102, July 28, 2015.

Effective: Immediately

Attachment: Section 188 Disability Reference Guide