



INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

ASSURANCE LANGUAGE

Nondiscrimination Plan – Element 3

Regulatory Oversight and Compliance

Department of Workforce Development





REVIEW ASSURANCES, JOB TRAINING PLANS, CONTRACTS, AND POLICIES AND PROCEDURES

- *29 CFR 38.25 and 38.54*
 - Assurance Language
 - Assurance Reviews



ASSURANCE LANGUAGE

- DWD Policy 2016-09 requires the inclusion of the EO assurance language in all contracts, grants, cooperative agreements, applications, or other arrangements.
- The assurance also may be incorporated by reference in such grants, cooperative agreements, contracts, or other arrangements. In lieu of including the assurance language in its entirety for smaller contracts or agreements, DWD Policy has provided that the following reference to the language may be used:
 - “The equal opportunity and nondiscrimination assurances at 29 CFR Part 38.25 apply to this contract/ agreement.”



ASSURANCE LANGUAGE

- The LWDA grant agreements for WIOA Title I funds reflect the following:
 - “The parties to this Grant Agreement assure that each will fully comply with the nondiscrimination and equal opportunity provisions of Section 188 of WIOA and its implementing regulations.”
- The grant agreements also require the parties to assure the following is provided in the One-Stop delivery system:
 - Facilities and programs are architecturally and programmatically accessible.
 - Reasonable accommodations for individuals with disabilities.
 - Cost allocation method for making reasonable accommodations.



ASSURANCE REVIEWS

- DWD's Regulatory Oversight and Compliance (ROC) monitoring team periodically review each LWDA's contracts, policies, and other agreements to ensure they are nondiscriminatory and that they include all required EO assurances.
- Some elements monitored include:
 - Structural accessibility,
 - Parking for individuals with disabilities,
 - Designated restrooms,
 - Appropriate signage,
 - Program accessibility,
 - Effective communication for persons with disabilities and LEP individuals.



INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

NDP Element 3 Quiz

<https://www.surveymonkey.com/r/CM2QPY3>