

## **Attachment A**

### **ASSURANCES LANGUAGE**

As a condition to the award of financial assistance from the Department of Labor under Title I of WIOA, “recipient” (as defined at 29 C.F.R. § 38.4(zz)):

- (A)** Assures that it has the ability to comply with the nondiscrimination and equal opportunity provisions of the following laws and will remain in compliance for the duration of the award of federal financial assistance:
- 1) Section 188 of the Workforce Innovation and Opportunity Act (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, or political affiliation or belief, or against beneficiaries on the basis of either citizenship status or participation in any WIOA Title I-financially assisted program or activity;
  - 2) Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin;
  - 3) Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
  - 4) The Age Discrimination Act of 1975, as amended, which prohibits discrimination based on age; and
  - 5) Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination based on sex in educational programs.
- (B)** Assures that, as a recipient of WIOA Title I financial assistance, it will comply with 29 CFR part 38 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIOA Title I-financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIOA Title I-financially assisted program or activity.
- (C)** Understands that the United States has the right to seek judicial enforcement of this assurance.
- (D)** Acknowledges and agrees that it must comply (and require any sub-grantees, contractors, successors, transferees, and assignees to comply) with applicable provisions governing access to records, accounts, documents, information, facilities, and staff by the U.S. Department of Labor (DOL), the State Equal Opportunity Officer (or designee), and the District of Columbia Department of Employment Services (DOES) Equal Opportunity Officer (or designee) to support WIOA’s nondiscrimination and equal opportunity responsibilities including, but not limited to, monitoring, compliance reviews, and discrimination complaint investigations:
- 1) Recipient must cooperate with any compliance review, monitoring, or complaint investigation conducted by U.S. DOL, the State Equal Opportunity Officer (or designee), and/or the DOES Equal Opportunity Officer (or designee).
  - 2) Recipient must give U.S. DOL, the State Equal Opportunity Officer (or designee), and/or the DOES Equal Opportunity Officer (or designee) access to and the right to examine and copy records, accounts, and other documents and sources of information related to the grant and permit access to facilities, personnel, and other individuals and information as may be necessary, as required by applicable federal

civil rights laws set forth above.

- 3) Recipient must keep such records and submit to the responsible U.S. DOL official, State Equal Opportunity Officer (or designee), and/or DOES Equal Opportunity Officer (or designee) timely, complete, and accurate compliance reports at such times, and in such form and containing such information, as the Equal Opportunity Officer, or designee, may determine to be necessary to ascertain whether the recipient has complied, or is complying, with relevant obligations.
- 4) Recipient must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law and detailed in program guidance.
- 5) If, during the past three years, recipient has been accused of discrimination on the grounds of race, color, national origin (including limited English proficiency), sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity), age, disability, religion, citizenship, political affiliation or belief, or WIOA participant status, recipient must provide a list of all such proceedings, pending or completed, including outcome and copies of settlement agreements to U.S. DOL, the State Equal Opportunity Officer (or designee), and DOES Equal Opportunity Officer (or designee).
- 6) In the event any court or administrative agency makes a finding of discrimination on grounds of race, color, national origin (including limited English proficiency), sex, age, disability, religion, citizenship, political affiliation or belief, or WIOA participant status, against recipient, or recipient settles a case or matter alleging such discrimination, recipient must forward a copy of the complaint and findings to U.S. DOL, the State Equal Opportunity Officer (or designee), and the DOES Equal Opportunity Officer (or designee).