

Procedures for Corrective Actions and Sanctions
Appendix C

Sanctions

IN THE MATTER OF:

(NAME AND ADDRESS OF RECIPIENT)

Recipient.

SANCTIONS

You meet the definition of “recipient” under 29 C.F.R. § 38.4 of the regulations implementing Section 188 of the Workforce Innovation and Opportunity Act (WIOA). As a result, you are obliged under Federal law to ensure nondiscrimination and equal opportunity in our WIOA-assisted programs and activities on the bases of race, color, national origin (including serving limited English proficient persons, age, gender (including sexual orientation, pregnancy, and gender identity), political affiliation, citizenship, disability, WIOA-participant status. I am the designated Equal Opportunity (EO) Officer for our service delivery area.

On [REDACTED], I issued a:

[REDACTED] “Final Determination” upon finding prohibited discrimination occurred at the conclusion of a discrimination complaint investigation pursuant to 29 C.F.R. § 38.72 as well as a “Letter of Findings” based on continued noncompliance pursuant to 29 C.F.R. § 38.62, dated.

[REDACTED] “Notice to Show Cause” based on your failure or refusal to cooperate and/or provide access to records, data, or physical facilities pursuant to 29 C.F.R. § 38.66.

[REDACTED] “Letter of Findings” based on finding violations of WIOA’s nondiscrimination and equal opportunity mandates during monitoring and/or a compliance review pursuant to 29 C.F.R. §§ 38.62-38.64.

In response to the foregoing issuance(s), you failed to achieve compliance, abide by ordered sanctions, provide written assurances of compliance, and/or enter into a conciliation agreement that meets the requirements at 29 C.F.R. § 38.93. You argue [REDACTED].

I continue to find you are in violation of WIOA’s nondiscrimination requirements, which is summarized as follows: [REDACTED]

As a result, this “Sanctions” is being issued. You have ten (10) days from the date you receive this “Sanctions” to achieve compliance. Failure to timely comply with this “Sanctions” shall result in:

[REDACTED] Termination of all WIOA Title I assistance, monetary and otherwise, provided to you.

[REDACTED] Suspension of all WIOA Title I assistance, monetary and otherwise, provided to you. This suspension will not be lifted unless, and until, full compliance is achieved.

[REDACTED] Other: [REDACTED]

Equal Opportunity Officer

Date Issued: [REDACTED]