

**Procedures for Corrective Actions and Sanctions
Template E**

Table of Examples of Corrective Actions and Sanctions

EXAMPLES OF CORRECTIVE ACTIONS AND SANCTIONS

Area of Noncompliance	Corrective Action	<i>Pre-Sanction and Sanction</i>
<p><u>Policies, procedures, and practices</u></p> <p>You have policies, procedures, and/or practices that either: (1) discriminate against one or more individuals based on protected class characteristics (<i>e.g.</i>, race, color, disability, age, gender, and so on) in your programs and activities; or (2) have the effect of excluding identifiable groups of individuals from participation in, or enjoyment of, your programs and activities.</p>	<p><u>Technical assistance</u></p> <p>Technical assistance will be provided to help you, within specified time frames, modify or eliminate the problem policies, procedures, or practices to ensure nondiscrimination in the delivery of your programs and activities.</p>	<p>First, I will provide a <i>warning</i> of noncompliance.</p> <p>If compliance is not achieved, funding will be reduced.</p> <p>If compliance is not achieved after reduction of funding, I will direct termination of funding.</p>
<p><u>Inaccessible programs and activities</u></p> <p>You have programs, activities, or services that are not accessible to persons with disabilities, or to persons with limited English proficiency.</p>	<p><u>Technical assistance</u></p> <p>Technical assistance will be provided to help you identify the inaccessible features of your programs and activities, and to help you find ways to modify these inaccessible features within specified time frames.</p>	<p>First, I will provide a <i>warning</i> of noncompliance.</p> <p>If compliance is not achieved, funding will be reduced.</p> <p>If noncompliance continues after funding is reduced, then costs for the inaccessible programs or activities will be disallowed.</p> <p>If noncompliance continues after costs are disallowed, then I will direct termination of funding.</p>
<p><u>No (or deficient) discrimination complaint procedures</u></p> <p>You either do not have discrimination complaint procedures in place for WIA Title I programs and activities, or your procedures do not comply with the requirements of 29 C.F.R. Part 37.</p>	<p><u>Technical assistance</u></p> <p>Technical assistance will be provided to help you develop and publish discrimination complaint procedures, which comply with the requirements of 29 C.F.R. Part 37.</p>	<p>First, I will provide a <i>warning</i> of noncompliance.</p> <p>If compliance is not achieved, funding will be suspended.</p> <p>If noncompliance continues after funding is suspended, then I will direct termination of funding.</p>
<p><u>Failure to comply with EO directives</u></p> <p>You have failed to comply with one or more EO directives.</p>	<p><u>Technical assistance</u></p> <p>I will inform you in writing of a specific time period by which you must achieve compliance</p>	<p>First, I will provide a <i>warning</i> of noncompliance.</p> <p>If compliance is not achieved, funding will be suspended.</p>

	with the EO directive(s) at issue.	If noncompliance continues, then I will direct termination of funding.
<p><u>Failure to collect and maintain records in accordance with the law</u></p> <p>You have failed to properly collect, handle, store, and/or use data, information, and other records.</p>	<p><u>Technical assistance</u></p> <p>I will inform you in writing of a specific time period by which you must achieve compliance.</p>	<p>First, I will provide a <i>warning</i> of noncompliance.</p> <p>If compliance is not achieved, funding will be suspended.</p> <p>If noncompliance continues after funding is suspended, then I will direct termination of funding.</p>