# WIOA Equal Opportunity Manual

## Alternative Formats

This manual is available in alternative format(s) upon request. To arrange to receive this guide in an alternative format, please contact Karen Lilledahl, [karen.lilledahl@state.mn.us](mailto:karen.lilledahl@state.mn.us), 651-259-7089.

## Introduction

This manual identifies the Minnesota Department of Employment and Economic Development’s (DEED’s) and its WIOA Title I recipients, including CareerForce programs, the equal opportunity and nondiscrimination obligations to ensure compliance with the nondiscrimination and equal opportunity provisions of WIOA Title I and its implementing regulations.

Each Governor must establish and adhere to a Nondiscrimination Plan (NDP) for WIOA programs. The NDP is designed to give a reasonable guarantee that all recipients will comply and are complying with the nondiscrimination and equal opportunity provisions as required under Section 188 of WIOA, 29 CFR 38.

In Minnesota, the Governor designated the DEED as the entity to implement the WIOA programs. Within DEED, the Office of Diversity and Equal Opportunity (ODEO) has been designated by DEED’s Commissioner to carry out matters regarding equal opportunity and nondiscrimination.

DEED is committed to ensuring that no WIOA recipients are discriminated in any of the following areas: deciding who will be admitted or having access to any WIOA Title I financially assisted program or activity; providing opportunities in, or treating any person with regard to such a program or activity of making employment decisions in the administration of, or in connection with such a program or activity because of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or against any beneficiary of, application to, or participant in programs financially assisted under Title I of the WIOA, on the basis of the individual’s citizenship status or participation in any WIOA Title I-financially assisted program or activity. Minnesota WIOA participants also have additional protections under the Minnesota Human Rights Act.