



Monterey County Workforce Investment Board (WIB)
LOCAL POLICY BULLETIN #2007-02

Effective Date: June 6, 2007
Full WIB Adopted: June 6, 2007

TO: All Monterey County Providers of Workforce Investment Act (WIA) Title I Services

SUBJECT: Local Workforce Investment Area Accessibility Policy for Individuals with Disabilities

PURPOSE: The purpose of this policy is to provide written procedures for the Monterey County Workforce Investment Board (MCWIB) staff and WIA Title I subrecipients to follow regarding accessibility requirements and services to individuals with disabilities, as indicated in the WIA and Americans with Disabilities Act.

REFERENCES:

- Nondiscrimination provisions in WIA, section 188 (29 CFR part 37)
- Title VI of the Civil Rights Act of 1964
- Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973

POLICY: This policy requires that all program providers and subrecipients expending WIA Title I funds shall comply with the WIA and Americans with Disabilities Act to offer a full array of services and coordinate a system of referrals to effectively serve people with disabilities who are ready to secure training or unsubsidized employment.

The MCWIB is committed to assisting individuals with disabilities and providing a barrier-free environment where individuals can seek to receive employment related services, as described below:

1. The MCWIB resolves that barrier-free designs are incorporated into all of its buildings, facilities, and plan sites in accordance with the California State building code, which ensures that facilities are accessible to, and usable by, people with disabilities. The identification of barriers include the following:
 - Attitudinal barriers
 - Architectural barriers
 - Communication barriers
 - Transportation barriers
 - Environmental barriers
 - Financial barriers
 - Employment barriers
 - Other barriers, as identified
2. The MCWIB's Disability Advisory Committee will seek input from employees and individuals with disabilities about work site modifications or additional vocational equipment aids necessary to accommodate their disability.
3. The MCWIB and its subrecipients receiving WIA Title I funds will be an Equal Employment Opportunity employer to promote the hiring of people with disabilities.
4. The MCWIB will host community functions periodically (e.g. Annual Employer/Employee Recognition Event) to increase awareness, recognize the accomplishments of people with disabilities and to promote employers who successfully hire and retain individuals with disabilities.
5. The MCWIB's Advertising and Public Relations Committee will provide public service announcements (PSA's) through the local media to promote success stories, available programs to individuals with disabilities, employer benefits of integrating individuals with disabilities into the workplace and to increase the public's awareness of the daily challenges faced by individuals with disabilities.



6. The MCWIB shall ensure that resources are available through the Monterey County One Stop Career Center, as needed for people with disabilities. These resources, when available, include outreach, recruitment, eligibility verification, assessment, job search and referral services, on-the-job training OJT and individual training accounts, work experience, and supportive services. The MCWIB will assure that a system for referral to other agencies for training and supportive services is in place and accessible to individuals with disabilities.

INQUIRIES: For questions or assistance related to this policy, please contact the Monterey County Workforce Investment Board staff at (831) 796-6434.

This policy is posted on the WIB website located at: www.montereycountywib.org/policies/