

SAMPLE EQUAL OPPORTUNITY ASSURANCE STATEMENT

The entire statement below should be used in contracts, grants and other agreements for WIOA Title I financial assistance as required in 29 CFR § 38.25. The word Contractor in the first sentence can be changed to whatever is relevant for the agreement type (Grantee, etc.). Numbering can be added as necessary. The reference section is not required but could be helpful to include in the agreement.

The Contractor assures that it will comply with Non-Discrimination and Equal Opportunity requirements set forth in 29 CFR Part 38 and all other regulations implementing the laws listed below:

- (A) 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;
- (B) Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin;
- (C) Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
- (D) The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
- (E) Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The United States has the right to seek judicial enforcement of this assurance and it is considered incorporated by operation of law.

References:

- Code of Federal Regulations (CFR) requirement: [29 CFR 38.25](#)
- Further information found in the [Vermont WIOA Non-Discrimination Plan](#), Element 1.