

Affirmative Action Policy

Field Guidance Memorandum 102

Issue Date: 7/1/2023
Revision Date: 1/01/2024

References:

The Hampton Roads Workforce Council, HRWC, will monitor, enforce, and achieve full compliance with this Affirmative Action Policy in conjunction with the applicable federal and state laws, regulations, executive orders, and EEO provisions.

- Title VI and VIII of the Civil Rights Acts of 1964 as amended
- Presidential Executive Order 11246, as amended
- Americans with Disabilities Act of 1990
- Fair Labor Standard Act of 1938, as amended
- Required Provisions of any grant/funding awards
- Workforce Innovation and Opportunity Act of 2014 (Public Law 113-128), Section 188, NonDiscrimination
- WIOA Final Rules published in the Federal Register, Vol. 81, No. 161, dated August 19, 2016

Purpose:

It is the policy of the HRWC to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information, or any other protected characteristic under applicable law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the company where appropriate.

As part of HRWC's equal employment opportunity policy, the HRWC will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

Employees and applicants shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an

Affirmative Action Policy

Field Guidance Memorandum 102

Issue Date: 7/1/2023
Revision Date: 1/01/2024

investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of all staff and shall be appropriately administered. It is the responsibility of each Program Manager and Program Operator of the HRWC to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

The Affirmative Action Officer, Holly Bryant, Human Resources Director, has been assigned to direct the establishment and monitor the implementation of personnel procedures to guide our affirmative action program throughout LWDA #14. A notice explaining the policy will remain posted.

SA  / GLB  / KSH 