

MOA Updates

Date: September 26, 2007

Yes, You're my Boss but I'm Old Enough to be Your Mother !

Next Webinar:

Thursday November 8, 2007 (9 AM to 10:30 AM)

Title: "Age Discrimination & Equal Opportunity Officer Responsibilities." (More info. to follow)

Age discrimination is on the rise as new, youthful managers take the place of senior workers. One of our presenters will be Carolyn Arzino, a former employee of Woodburn Fertilizer. She will talk about her experience with age discrimination, the suit she filed and won through the Equal Employment Opportunity Commission, and mistakes to avoid.

The second presentation will cover your equal opportunity responsibilities as stated in the Methods of Administration. It's very important that you perform your responsibilities and that you ensure one-stop-center staff and recipients do likewise. 65 Businesses were sued in California for ADA violations. See the following website for scarry details: <http://www.sacbee.com/101/story/75542.html>

Remember: Our Governor has pledged compliance to USDOL, if violations occur, water travels downhill fast!

Annual Report of Compliance

Yes, it's that time of year again. Please submit your completed ARC reports by **October 15, 2007** and not later than October 31, 2007. (EOCs/EOOs this applies to your organization as well. Please forward the link below to recipient partners within your region/one stop.)

The purpose of the Annual Report of Compliance (ARC) is to have all one-stop-center partners (MOU signatories) affirm that they are in compliance with WIA requirements regarding equal opportunity and non-discrimination. Examples of partners that need to complete this report include: One-stop partners, OED, DHS, OVRs, Senior Services, OHDC, Title 1B providers and community college partners co-located at one-stop-centers, etc. Please read the "Instructions" page for more information.

Below is the link for completing the report.

http://www.surveymonkey.com/s.aspx?sm=srpyo8O6U6sqjI7UJlhObQ_3d_3d

**For man, autumn is a time of harvest, of gathering together.
For nature, it is a time of sowing, of scattering abroad.**

- Edwin Wav Teale



Speaking of planting and sowing . . .

Please take the time to visit an informative, creative, colorful and witty newsletter developed by one of our own Equal Opportunity Coordinators, Master Gardner, Marty Miller (Hood River). See PDF attached to E-mail

This "DID You Know?" section will be part of the Nov. 8th Webinar Trng.

As Equal Opportunity Coordinator or Officer within your region or center, you must ensure that: equal opportunity monitoring occurs for your organization, recipients, and sub-recipients and each state recipient agency has procedures to:

- Determine whether a grant applicant is able and likely to conduct its WIA Title-1 funded programs and activities in a nondiscriminatory manner; and
- Periodically monitor its compliance on the basis of aggregate data on race/ethnicity, sex, age, disability status and other requirements within the Methods of Administration, and the laws and regulations upon which it is based; and
- Where significant differences or deviations are found, conduct follow-up investigations to determine whether differences are due to discrimination; and
- Monitor recipient policies and procedures to ensure that the policies and procedures do not violate the prohibitions contained 29 CFR 37.5 through 37.10; and
- Provide or coordinate on-going training to service delivery staff on non-discrimination and equal opportunity laws.

Thanks for the great work you do! Extremely important !!