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| **WS 17-13 Reissued** |
| **December 28, 2017** |
| **Equal Opportunity** |
| **Expires: Continuing** |

To: Grant Associates Lone Star College

 Employment and Training Centers Houston Community College

 BakerRipley San Jacinto College

 Interfaith of the Woodlands Wharton County Junior College

 SER-Jobs for Progress Houston Center for Literacy

 Dynamic Educational Systems, Inc. College of the Mainland

 Harris County Department of Education Brazosport College

From: Mike Temple

 David Baggerly

 Bobi Cook

 Lucretia Hammond

Subject: Equal Opportunity Standards and Guidelines

Purpose

Revise Workforce Solutions Equal Opportunity Standards and Guidelines

Summary of Changes

We have made several additions and updates to the information and requirements in the Equal Opportunity Standards and Guidelines:

1. Clarification of job duties and added requirements for contractor Equal Opportunity Officers (see Section I)
2. Added required training for Equal Opportunity Officers (Section VI)
3. Updates to the bases of discrimination (Section I and V)
4. Updates to requirements for accessible workstations (Section IV)
5. Revisions to many documents. A complete list of revised documents follows at the end of this issuance.

Action

1. Designate an Equal Opportunity Officer who meets requirements.
2. Print updated copies of the Equal Opportunity is the Law notice in both English and Spanish, and replace current copies (including those on the large EO boards in each full-time career office and in the *Service is Our Priority* binders for part-time locations).
3. Save screen reader friendly Equal Opportunity is the Law notice, in both English and Spanish, to each accessible workstation.
4. Update copies of the Orientation to Discrimination Complaint form and Financial Aid Application.
5. Ensure all staff receive required training to understand the Equal Opportunity Standards and Guidelines.

Questions

Staff should ask questions of their supervisors first. Direct questions for Board staff through the electronic [Issuance Q&A](http://www.wrksolutions.com/staff-resources/issuances/submit-a-question-issuances-qa).

Updated Equal Opportunity Documents

[Equal Opportunity Standards and Guidelines](http://www.wrksolutions.com/equal-opportunity-is-the-law), revised 12/13/2017

[Orientation to Discrimination Complaint form](http://www.wrksolutions.com/equal-opportunity-is-the-law), revised September 2017 (English and Spanish)

[Equal Opportunity is the Law notice](http://www.wrksolutions.com/equal-opportunity-is-the-law), revised October 2017 (English and Spanish)

[Screen Reader Friendly Equal Opportunity is the Law notice](http://www.wrksolutions.com/equal-opportunity-is-the-law) (English and Spanish)

[Financial Aid Application](http://www.wrksolutions.com/for-individuals/financial-aid), revised November 2017 (English and Spanish)

[Interpreter Service Desk Aid](http://www.wrksolutions.com/equal-opportunity-is-the-law), revised 11/09/2017

[Discrimination Complaint Log Desk Aid](http://www.wrksolutions.com/equal-opportunity-is-the-law), revised 11/27/2017

[Section 188 Modified Checklist](http://www.wrksolutions.com/equal-opportunity-is-the-law), revised 11/27/2017

[Accessible Workstation Checklist](http://www.wrksolutions.com/equal-opportunity-is-the-law), revised 11/27/2017

[Workforce Solutions Complaint form](http://www.wrksolutions.com/equal-opportunity-is-the-law), to be revised January 2018