

## TRIDENT

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STATE INSTRUCTION LETTER 00-07  
EQUAL OPPORTUNITY POSTERS AND AUDIO CASSETTES

**TO:** Trident Workforce Investment Area Contractors and Staff

**ISSUANCE DATE:** August 21, 2000

**EFFECTIVE DATE:** Immediately

**SUPERSEDES:** N/A

**SUBJECT:** Equal Opportunity Posters and Audio Cassettes

**PURPOSE:** To transmit equal opportunity posters and audio cassettes.

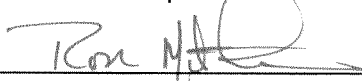
**POLICY:** To foster equal opportunity and apply established prohibitions against discrimination in WIA funded programs or activities, Workforce Investment Areas, their subrecipients and local offices shall provide initial and continuing notice that they do not discriminate on any prohibited ground, to registrants, applicants, eligible applicants, participants, applicants for employment, employees, and members of the public, including those with impaired vision or hearing, and unions or professional organizations holding collective bargaining or professional agreements with such Workforce Investment Areas or subrecipients.

These Posters must be posted prominently in reasonable numbers and places; disseminated in internal memoranda and other written communications; included in handbooks or manuals; and made available to each applicant, registrant or participant.

**PROCEDURES:**

SC Works Trident Staff, Operators, Partners and Contractors shall provide the Posters in appropriate formats to individuals with visual impairments. Where notice has been given in an alternate format to a participant with visual impairment, a record that such notice has been given shall be made a part of the participants' file.

Posters and audio cassettes are being provided by the State in both English and Spanish. Both versions of the poster should be posted prominently for all applicants to read.

  
\_\_\_\_\_  
Ronald Mitchum, Executive Director  
BCDCOG

June 27, 2012  
Date



South Carolina



## Employment Security Commission



COMMISSION  
Carole C. Wells, Chairman  
(803) 737-2655  
McKinley Washington, Jr., Vice-Chairman  
(803) 737-2656  
J. William McLeod, Commissioner  
(803) 737-2652

EXECUTIVE DIRECTOR  
C. Michael Mungo  
(803) 737-2617

1550 Gadsden Street  
Post Office Box 995  
Columbia, South Carolina 29202

**STATE WIA INSTRUCTION NUMBER:** WIA 00-07

**TO:** Workforce Investment Areas and ES Local Offices

**SUBJECT:** Equal Opportunity Posters and Audio Cassettes

**ISSUANCE DATE:** August 30, 2000

**EFFECTIVE DATE:** Immediately

**PURPOSE:** To transmit equal opportunity posters and audio cassettes.

**REFERENCE:** Section 188 of the Workforce Investment Act and 29 CFR part 37, Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Investment Act of 1998.

**BACKGROUND:** No individual in the United States shall, on the ground of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and for beneficiaries only, citizenship or participation in WIA-funded programs or activities, be excluded from participation in, denied the benefits of, subjected to discrimination under, or denied employment in the administration of or in connection with any WIA-funded program or activity.

**POLICY:** To foster equal opportunity and apply established prohibitions against discrimination in WIA-funded programs or activities, Workforce Investment Areas, their subrecipients and local offices shall provide initial and continuing notice that they do not discriminate on any prohibited ground, to registrants, applicants, eligible applicants, participants, applicants for employment, employees, and members of the public, including those with impaired vision or hearing, and unions or professional organizations holding collective bargaining or professional agreements with such Workforce Investment Area or subrecipient.

State WIA Instruction Number: WIA 00-07

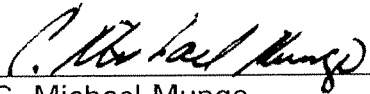
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This notice requirement imposed pursuant to 29 CFR part 37.29 requires, at a minimum, that the accompanying notice be posted prominently in reasonable numbers and places; disseminated in internal memoranda and other written communications; included in handbooks or manuals; and made available to each applicant, registrant or participant.

Workforce Investment Areas, their subrecipients and local offices shall provide the accompanying notice in appropriate formats to individuals with visual impairments. Where notice has been given in an alternate format to a participant with a visual impairment, a record that such notice has been given shall be made a part of the participant's file.

Posters and audio cassettes are being provided by the State in both English and Spanish. Both versions of the poster should be posted prominently for all applicants to read.

**CONTACT:** If there are questions regarding this instruction, please call Ms. Phoebe M. Sanders, EO Officer at (803) 737-2408.

  
\_\_\_\_\_  
C. Michael Mungo  
Executive Director

CMM/pms  
ESC-2  
Enclosures