

CWP Policy and Procedures Manual

Program: General Policy and Procedures for All Programs	Section: 2-10.2
Subject: Compliance with Americans with Disabilities Act (WIOA Section 188)	Effective Date: 7/1/16

Section 2-10.2 Compliance with Americans with Disabilities Act

It is CWP's policy to comply with and ensure contractors' staff comply with WIOA section 188¹, if applicable, and the applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 *et seq.*)² regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities.

¹WIOA SECTION 188. NONDISCRIMINATION. IN GENERAL. FEDERAL FINANCIAL ASSISTANCE.—For the purpose of applying the prohibitions against discrimination on the basis of age under the Age Discrimination Act of 1975 (42 U.S.C. 6101 *et seq.*), on the basis of disability under section 504H.R. 803—174 of the Rehabilitation Act of 1973 (29 U.S.C. 794), on the basis of sex under title IX of the Education Amendments of 1972 (20 U.S.C. 1681 *et seq.*), or on the basis of race, color, or national origin under title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d *et seq.*), programs and activities funded or otherwise financially assisted in whole or in part under this Act are considered to be programs and activities receiving Federal financial assistance.

²The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, State and local government services, public accommodations, commercial facilities, and transportation. It also mandates the establishment of TDD/telephone relay services. The ADA was revised by the ADA Amendments Act of 2008 (P.L. 110-325), which became effective on January 1, 2009. The ADA is codified at 42 U.S.C. 12101 *et seq.* In July 2016, the Final Rule revising the ADA title II and III regulations was signed implementing the requirements of the ADA Amendments Act of 2008 which makes a number of significant changes to the meaning and interpretation of the ADA definition of "disability" to ensure that the definition of disability would be broadly construed and applied without extensive analysis.