

Equal Opportunity/Nondiscrimination Policy Statement

Career Link, a division of The United Workforce Development Board

Career Link, a division of The United Workforce Development Board, hereafter referred to as Career Link, maintains a policy of equal opportunity for all applicants, participants and employees. Nondiscrimination provisions protect individuals against discrimination based on the grounds of race, religion, color, national origin, sex, age, disability, political affiliation or belief and for beneficiaries only, citizenship or participation in a WIOA Title I financially assisted program or activity.

Being not only illegal, it shall also be against the policies of Career Link for any of its employees, male or female, to sexually harass another employee by:

- a) making unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature a condition of an employee's continued employment;
- b) making submission to or rejections of such unwelcome conduct the basis for employment decisions affecting an employee; or
- c) creating an intimidating, hostile or offensive working environment by such conduct.

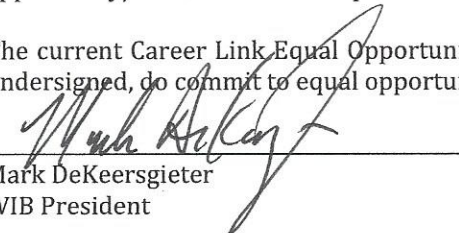
It is the policy of Career Link to promote fair hiring, promotion and recruiting practices in all job classifications in order to achieve equality in employment by complying with the nondiscrimination and non-sectarian activities and provision under Workforce Innovation and Opportunity Act, as well as abide by the following federal/state laws and regulations for EO/Nondiscrimination:

Executive Order 11246;
Title VI and Title VII of the Civil Rights Act of 1964, as amended;
The Age Discrimination Act of 1975;
Sections 503 and 504 of the Rehabilitation Act of 1973, as amended;
Title IX of the Education Amendments of 1972, as amended;
U.S. Department of Labor Regulations at 29 CFR Part 37;
The Illinois Human Rights Act, as amended;
Americans with Disabilities Act of 1990;
The Equal Pay Act of 1963;
The affirmative action provisions of the Vietnam Era Veterans Readjustment Assistant Act of 1974;
The Age Discrimination in Employment Act of 1967; and
The anti-discrimination provision of the Immigration and Nationality Act.

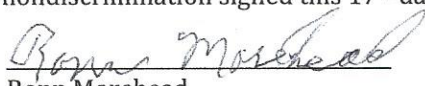
In addition Career link subscribes to freedom from unlawful discrimination. To secure for all individuals within Illinois the freedom from discrimination against any individual because of his or her race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, pregnancy, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations.

It is the policy of Career Link to monitor any sub recipients or sub grantees, to insure their compliance with equal opportunity/nondiscrimination provisions.

The current Career Link Equal Opportunity/Nondiscrimination Policy Statement will be revised as needed. We, the undersigned, do commit to equal opportunity and nondiscrimination signed this 17th day of January, 2018.



Mark DeKeersgieter
WIB President



Ronn Morehead
Corporate Board President

Inquires may be made to the Career Link EO Officer, David Vaughn at (309) 321-0293 or dvaughn@careerlink16.com.